



C19 National Foresight Group: Intelligence Briefing Paper 16

Data Trends, Economic Update and Community Offenders

26/08/2020

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This briefing synthesizes data with systematic findings from across academic subjects. This evidence of empirical data and academic insight contributes to our existing knowledge on who is most likely to be experiencing adversity in our communities. This intelligence briefing focuses on adherence to regulations within public facing businesses and the impact of Covid-19 on the custody system in the UK.

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Context

A data review is undertaken by academics at Nottingham Trent University every week to inform the C19 National Foresight Group. Evidence related to Covid-19 psychological, social and economic trends are reviewed to inform, frame and prioritise discussions at national and local strategic decision-making level (LAs and LRFs). The C19 National Foresight Group synthesise data trends and academic findings across disciplines, with evidence of existing vulnerabilities and inequalities to start to build existing and emerging risk or adversity profiles of impacts from Covid-19.

Who is this for?

This is most useful for **national thought leaders, local strategic decision-makers, intel cells and those involved in populating the MAIC.**

Focussed theme this week: This week we are focussing on the development of the Covid-19 approach to understanding the impacts on commerce and the probation arrangements in response to Covid-19. This is a useful tool for local strategic and operational decision makers to understand and prioritise need within their local communities.

Data trends: YouGov

Mood Data.

Academic Insights:

We are providing one summary of work completed relating to probation within the criminal justice system. This is alongside a data synthesis on YouGov's Mood data and current Business data from a selection of sources.

- 1) Business Regional Patterns
- 2) Probation in the community

Academic Synthesis

(gathered from systematic literature reviews, rapid reviews, webpages, academic articles, pre-prints, academic expertise)

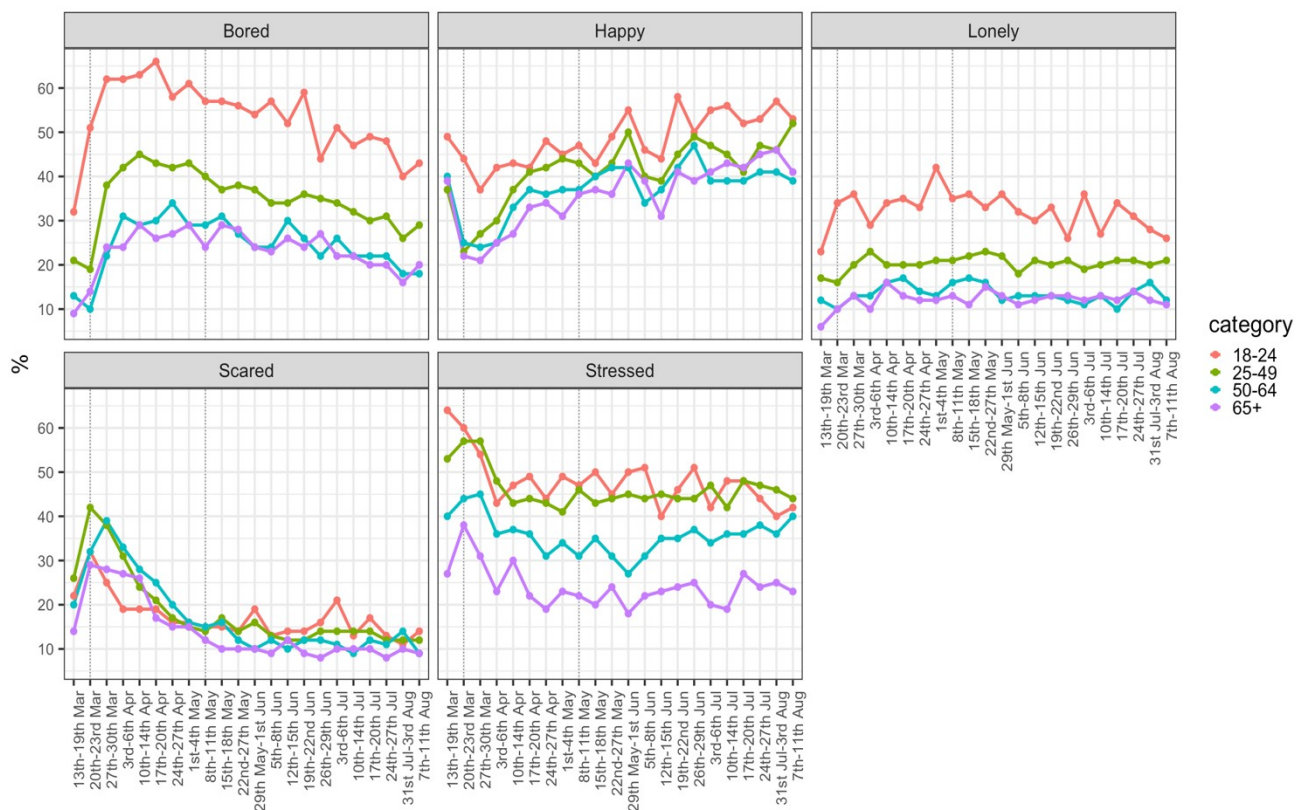
N.B. This is not a literature review, but a review of the broad area (balanced with Covid-19 specific literature) to see what topics lie within the area to inform future work. Predominantly based on systematic literature reviews and rapid reviews, this is to indicate the size of the literature review should we wish to commission one. Carried out by Dr Karen Slade, Adam Potter, Dr Stacey Stewart, and Rich Pickford, with revisions and edits by Dr Rowena Hill, NTU. Please contact us if you require a list of sources consulted to develop your own literature review.

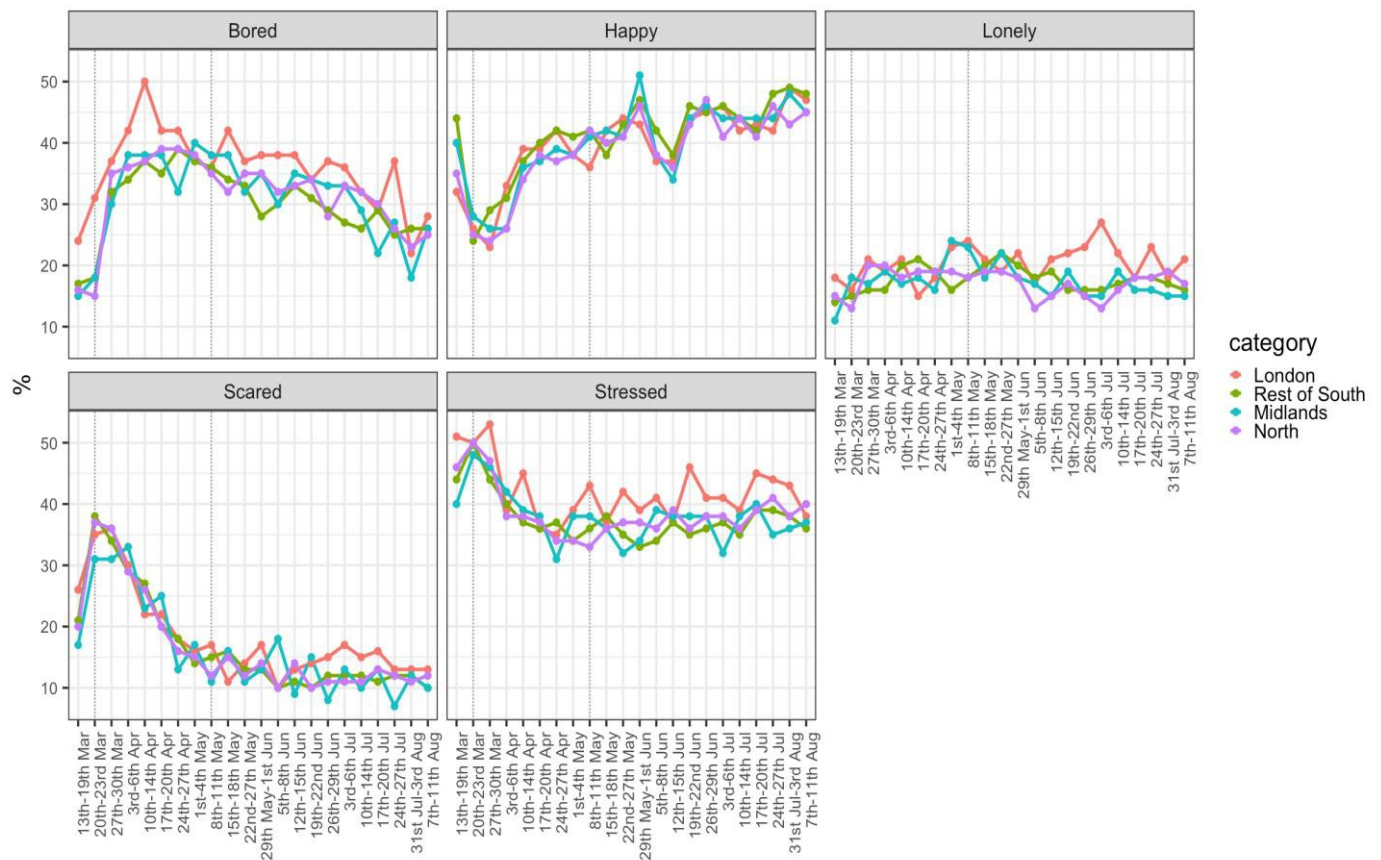
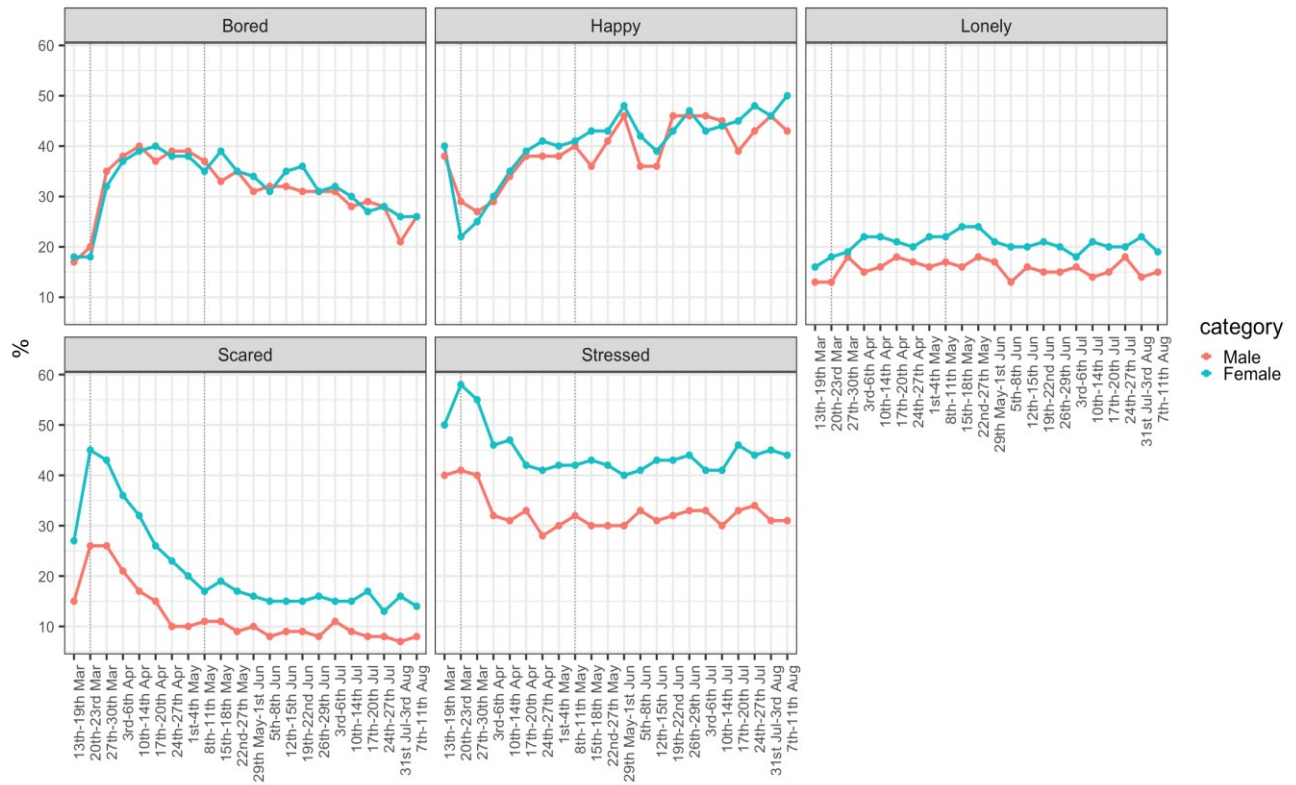
The section is to provide an overview of the academic and research foresight on the developing areas of latent and emergent needs in the community.

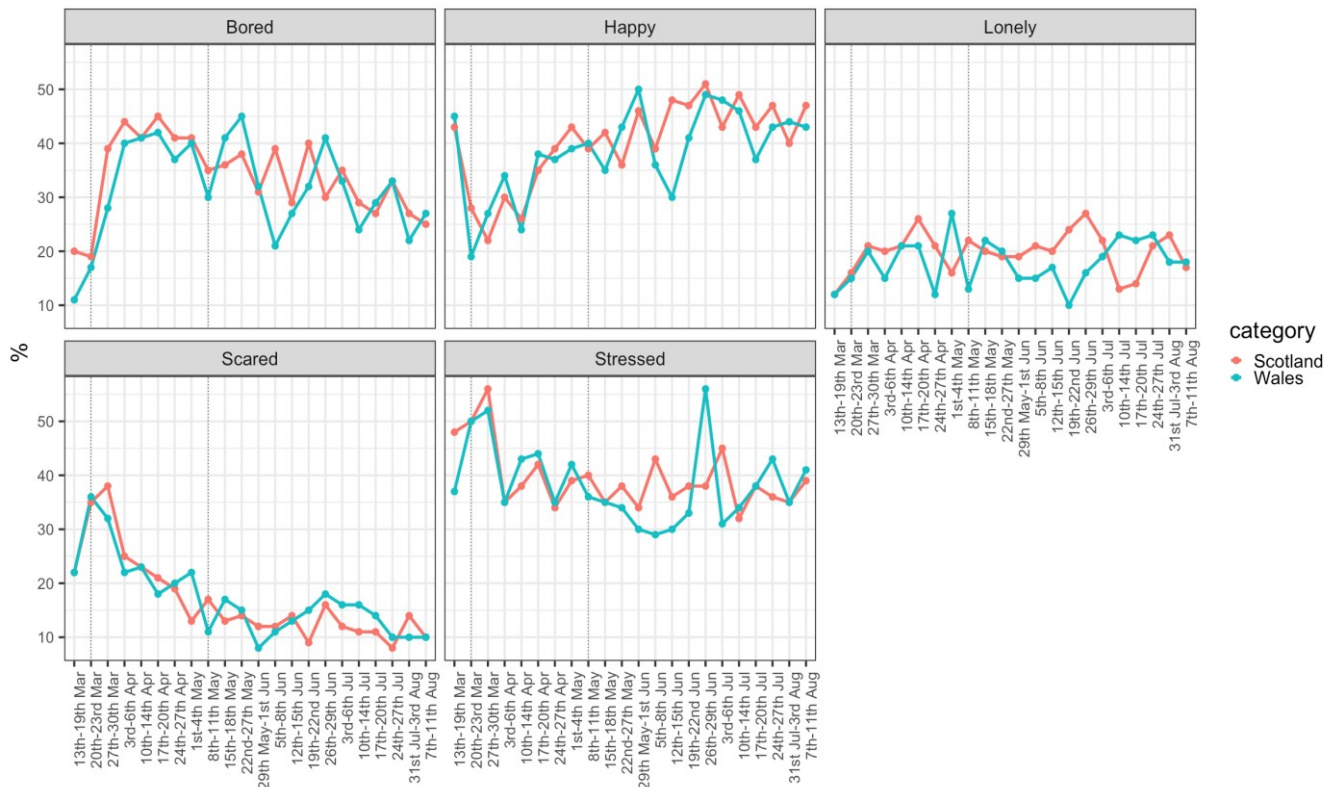
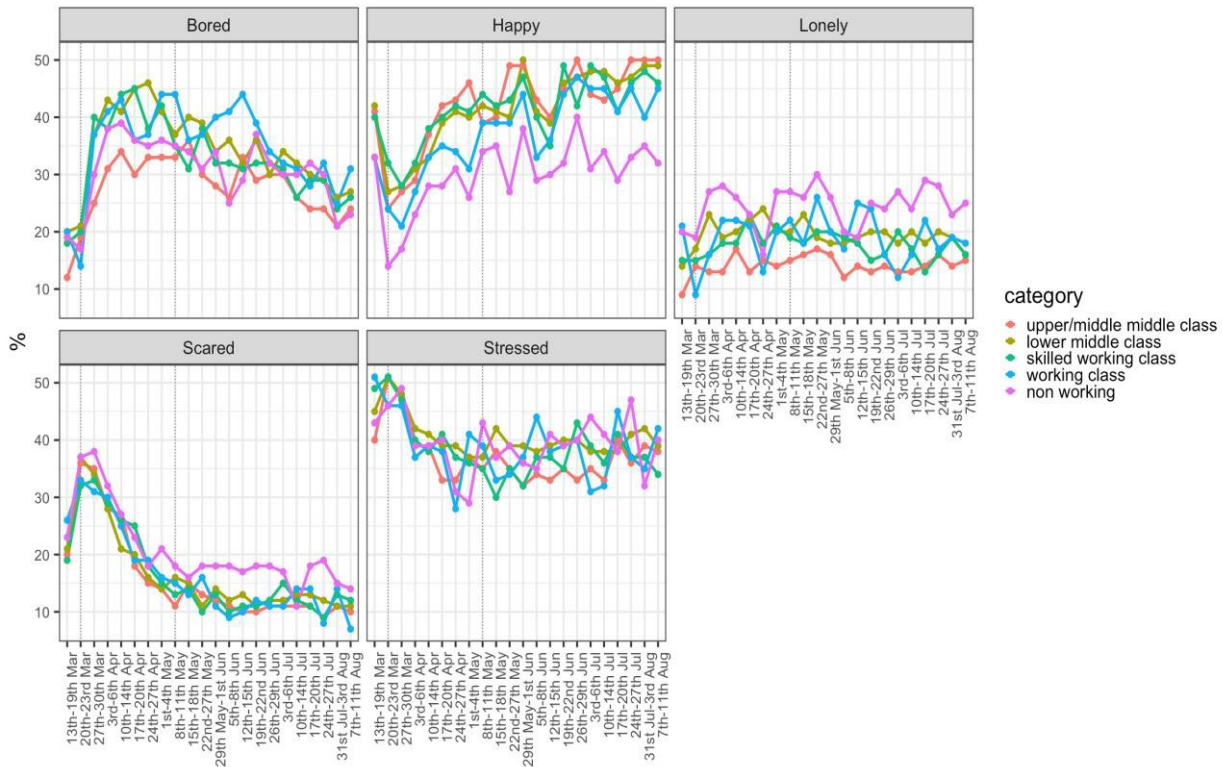
Data Trends YouGov Mood

Across most groups the percentage of people reporting feeling happy is around 50% with the trend continuing to increase from lows in early March. However, this is not the case for non-working individuals where only around 30% report feeling happy and the trend is beginning to plateau. Boredom continues to drop or plateau for nearly all groups. Despite this, around 45% of 18-24 year olds still report feeling bored compared to around 20% of 50+ year olds. Loneliness is plateauing for most groups although 18-24 year olds and non-working report the highest levels (both around 25%).

Feeling scared has plateaued for most groups and is hovering around 10% with the exception of females and non-working groups which sits around 15%. Feeling stressed has also plateaued for most groups although the trend for 50-64 year olds has steadily increased from the end of May onwards and now sits around the same percentage as 18-49 year olds (approx. 40%).







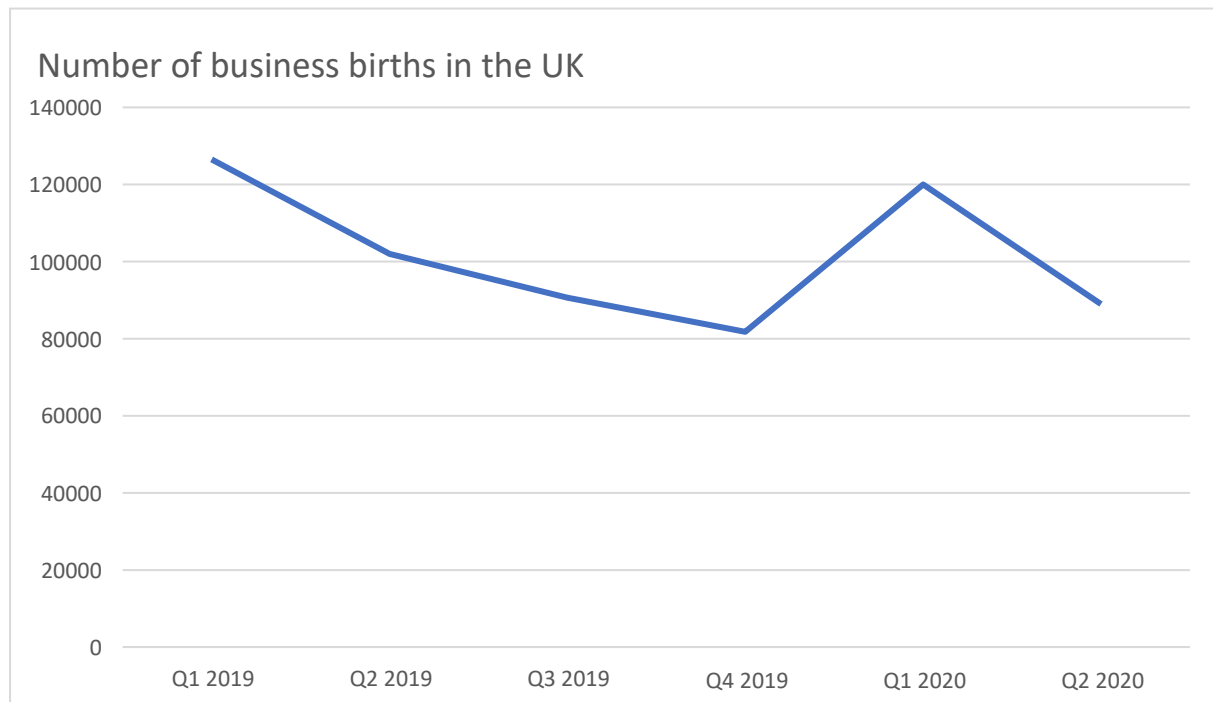
Business/Commerce Update

The following data are taken from the ONS Business demography, quarterly experimental statistics, UK dataset

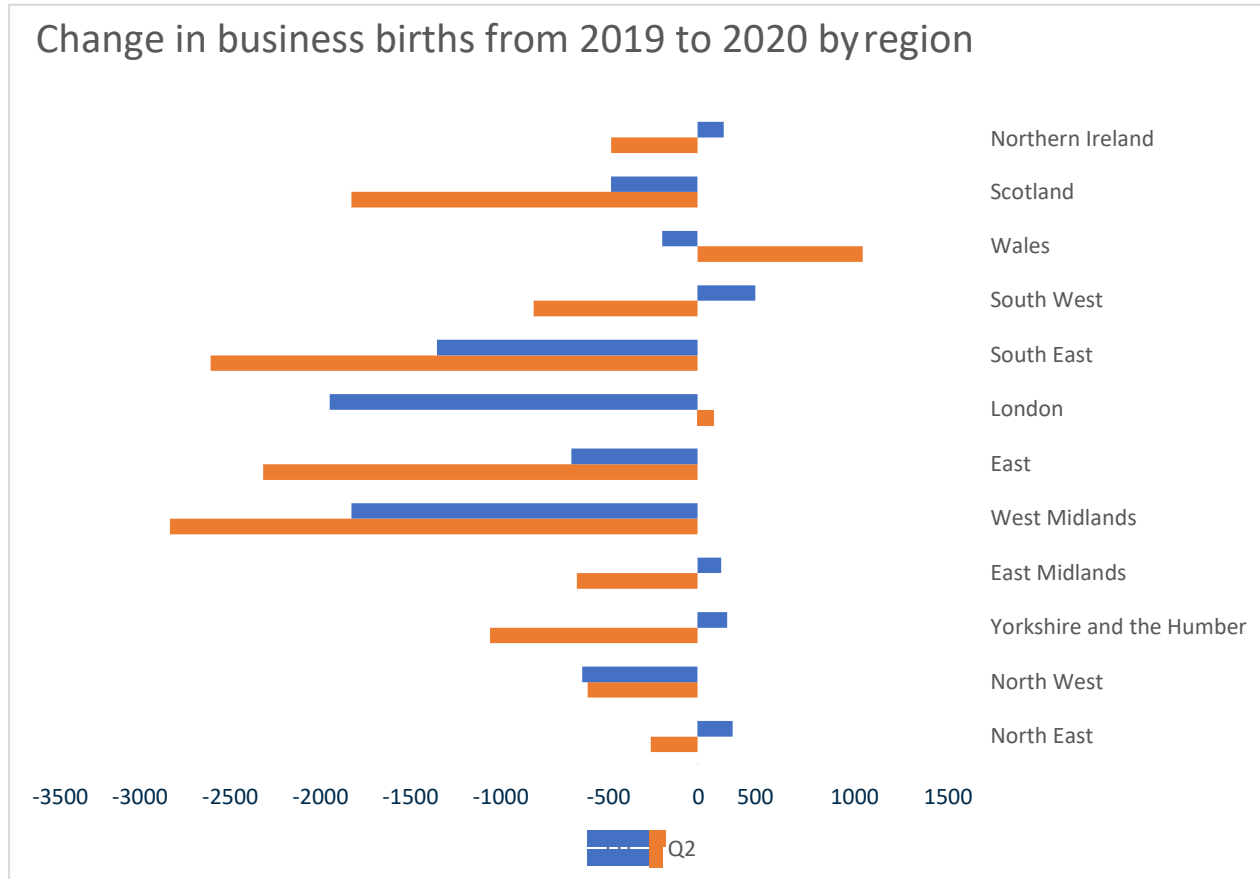
(<https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/datasets/businessdemographyquarterlyexperimentalstatisticsuk>)

Business births (opening)

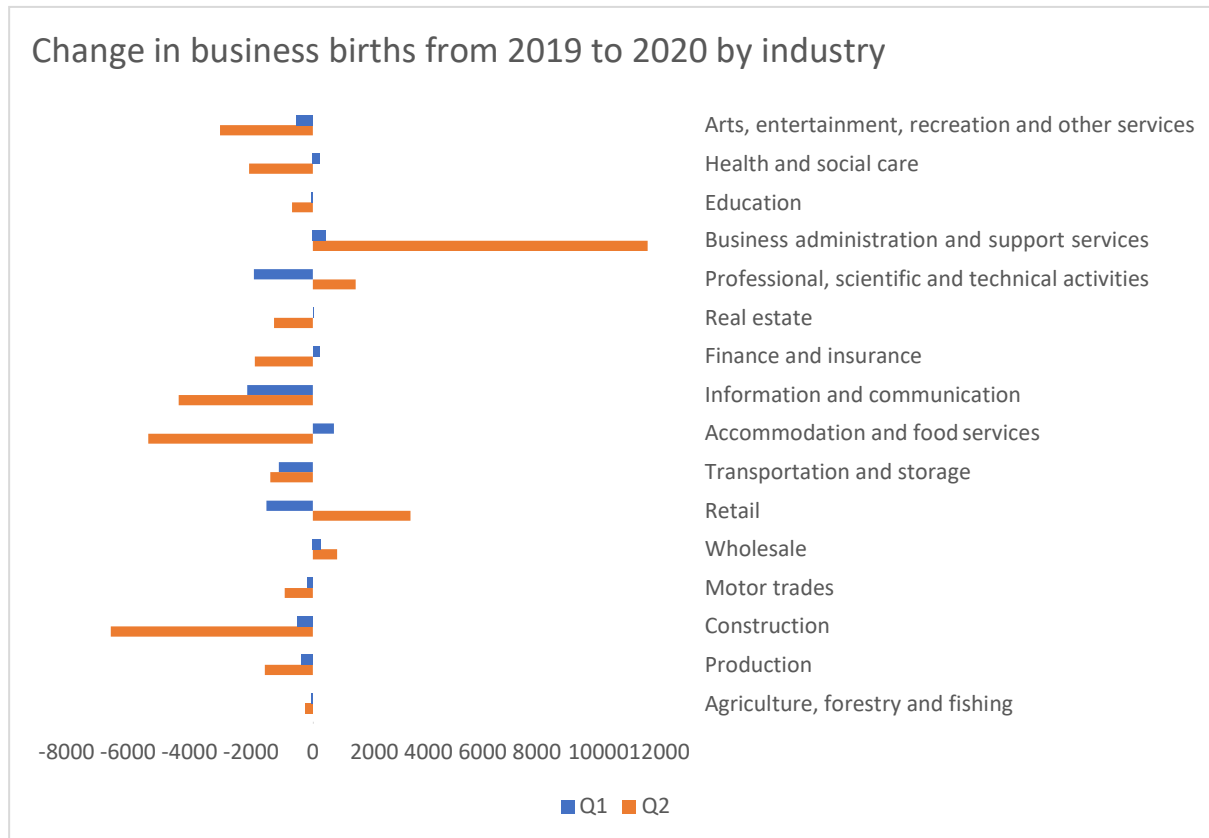
In Q1 2019 around 125,000 business opened, falling by around 5,000 in Q1 of 2020. The rates of business births continued to fall in Q2 of 2020 to around 10,000 fewer than in Q2 of 2019.



This pattern was similar across all regions of the UK, with most regions seeing fewer business births in both quarters of 2020 compared to the same quarters in 2019. A notable exception is Wales which saw nearly 2,000 more business births in Q2 of 2020 than Q2 of 2019.

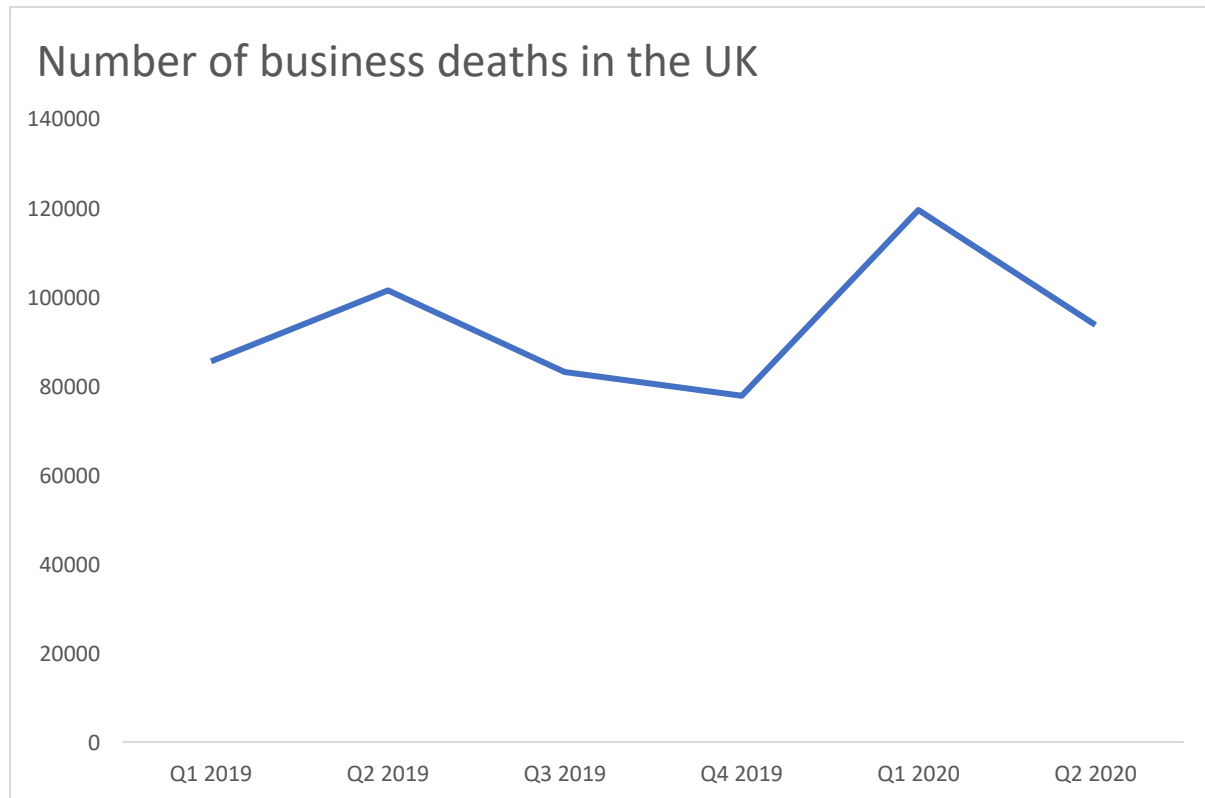


Most industries saw fewer business births in Q1 and Q2 of 2020 as compared to the same time periods in 2019. However, business administration and support services recorded over 10,000 business births in Q2 of 2020 than in Q2 of 2019.

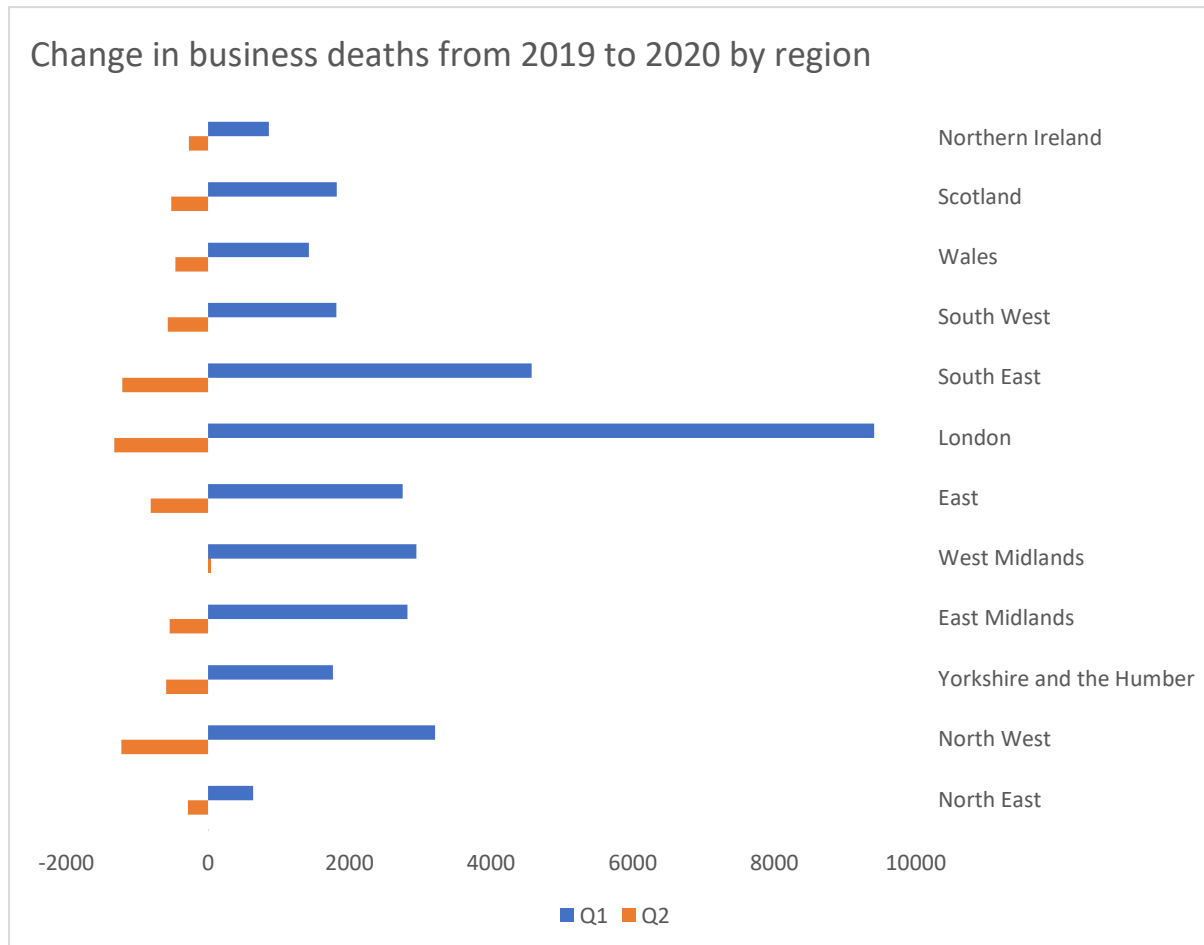


Business deaths (closures)

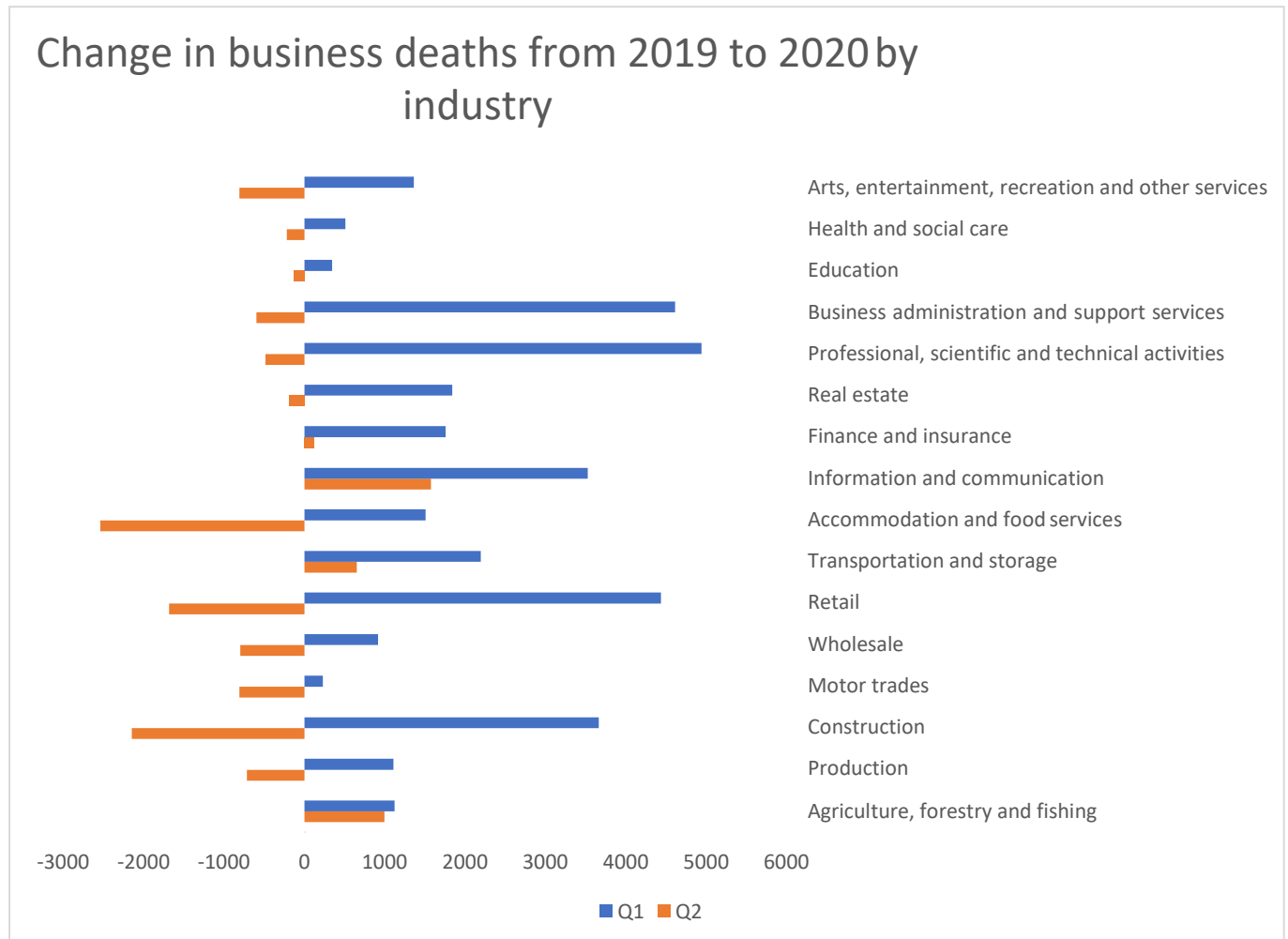
In Q1 2019 around 85,000 businesses closed, this rose by nearly 50% to just under 120,000 in the same quarter in 2020. The number of closures was lower in Q2 of 2020 than in Q2 of 2019.



This pattern of closures is broadly seen across all regions of the UK, with more business deaths occurring in Q1 2020 as compared to Q1 2019, but fewer occurring in Q2 2020 than Q1 2019. Most business deaths occurred in London with the fewest in the North East and Northern Ireland (note however this is a count and not a percentage therefore higher number of deaths may occur due to a higher concentration of businesses in that region).



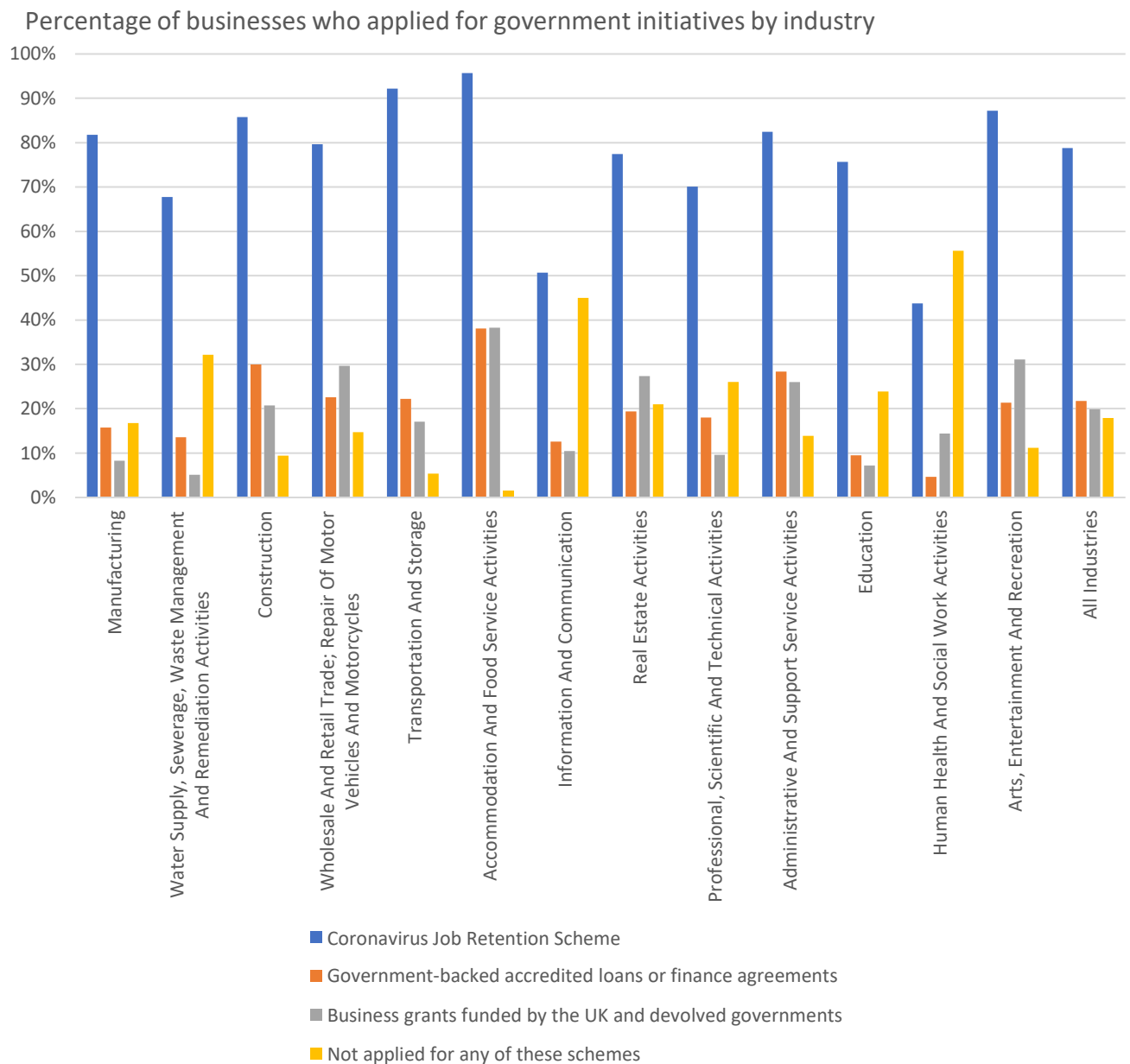
The pattern of closures is different across industries. All industries reported more business deaths in Q1 2020 than Q1 2019 however this slowed as the year continued for most industries who reported fewer deaths in Q2 2020 than Q2 2019. The finance and insurance, information and communication, transport and storage, and agriculture industries reported increased business deaths in both quarters of 2020 as compared to 2019.



Government Initiatives

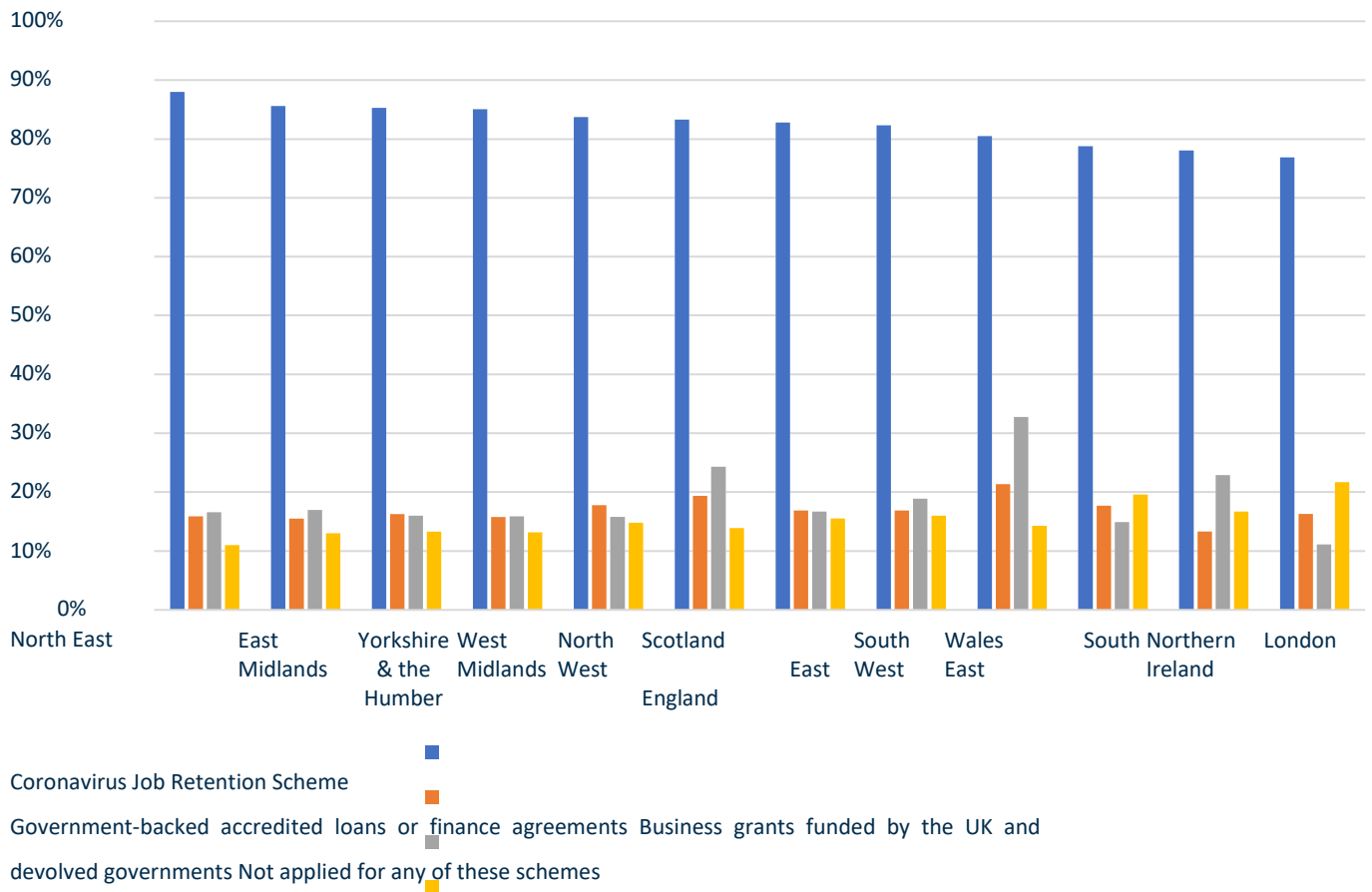
Data below are drawn from the ONS Business Impacts of Coronavirus (<https://www.ons.gov.uk/economy/economicoutputandproductivity/output/datasets/businessimpactofcovid19surveybicsresults>) from 29 June to 12 July.

For most industries, at least around 70% of businesses applied for the Coronavirus Job Retention Scheme. Only 1.4% of businesses in the accommodation and food service industry did not apply for any scheme whereas 55% of health and social work, 54% information and communication, and 32% of water supply and waste management businesses did not apply for any scheme.



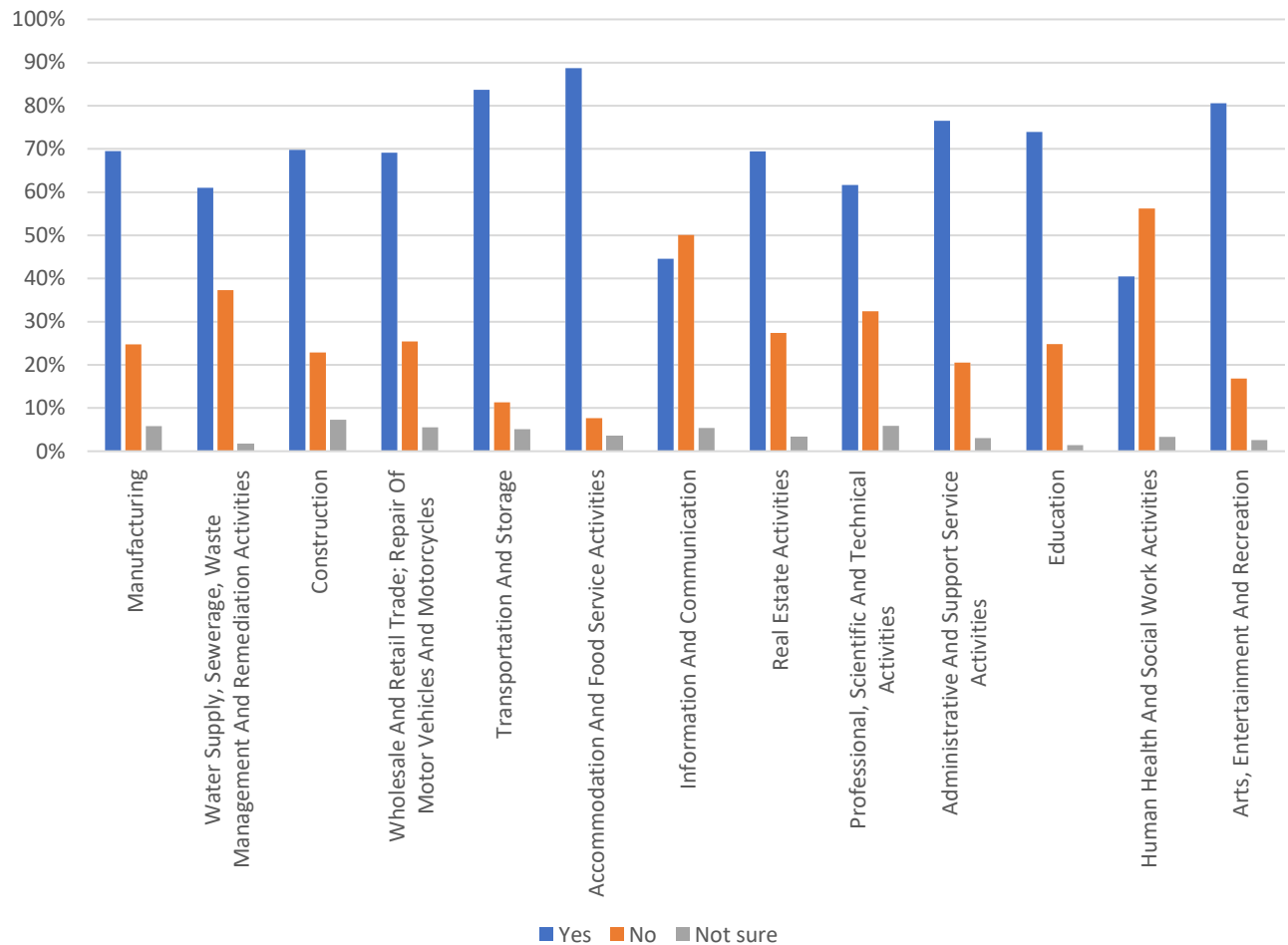
Businesses in the North East and the East Midlands had the highest numbers of businesses (88%) which applied for the Coronavirus Job Retention Scheme with Northern Ireland and London having the lowest.

Percentage of businesses who applied for government initiatives by region



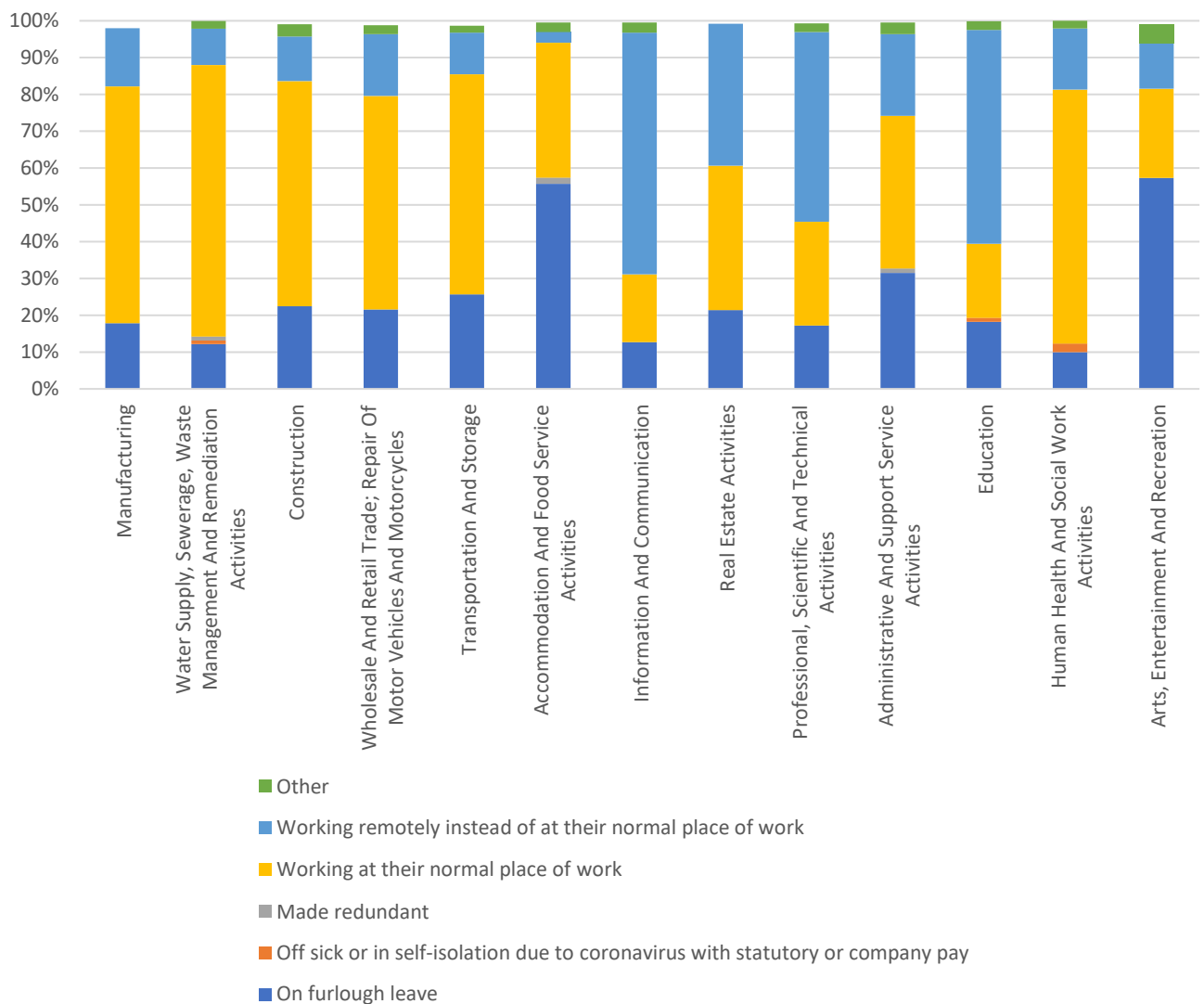
Most industries reported that at least around 60% of businesses expected to use the Coronavirus Job Retention Scheme (CJRS) in the next two weeks. Notable exceptions are health and social work and information and communication industries in which at least 50% of businesses were not planning on accessing the scheme. Note these data were not disaggregated by region.

Percentage of business expecting to use the Coronavirus Job Retention Scheme (CJRS) in the next two weeks



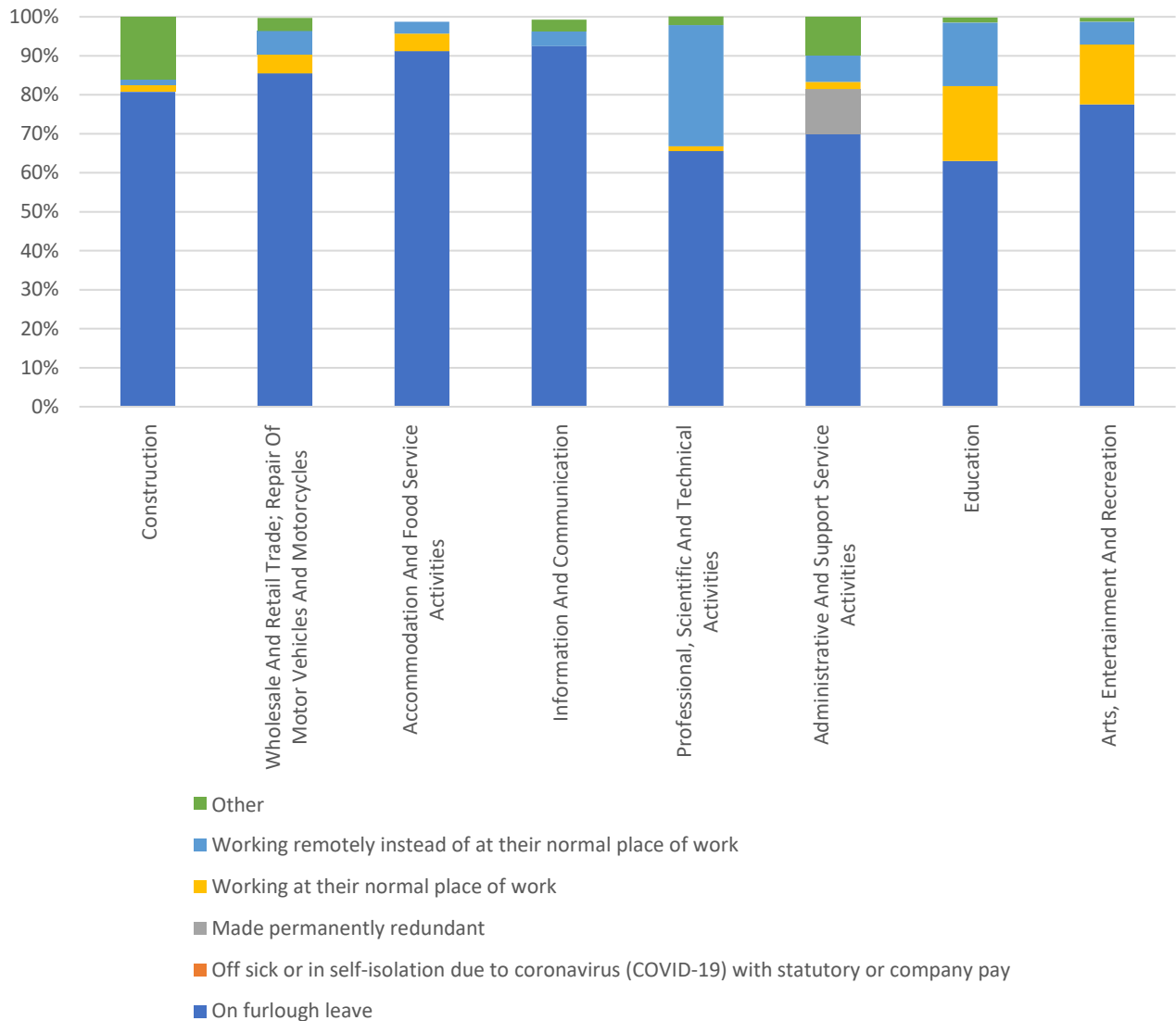
Of the businesses that had not permanently stopped trading, there was a varied pattern of employee statuses, with accommodation and food services and arts, entertainment and recreating industries reporting the highest levels of employees of furlough (56% and 57% respectively).

Percentage non-closed businesses whose workforce was furloughed, off sick due to coronavirus or made redundant



Of businesses which had temporarily closed or temporarily paused trading, administrative and support services showed the highest levels of permanent redundancies whilst 93% of employees in closed information and communication businesses and 91% in closed accommodation and food services were on furlough leave.

Percentage temporarily closed or paused businesses whose workforce was furloughed, off sick due to coronavirus or made redundant

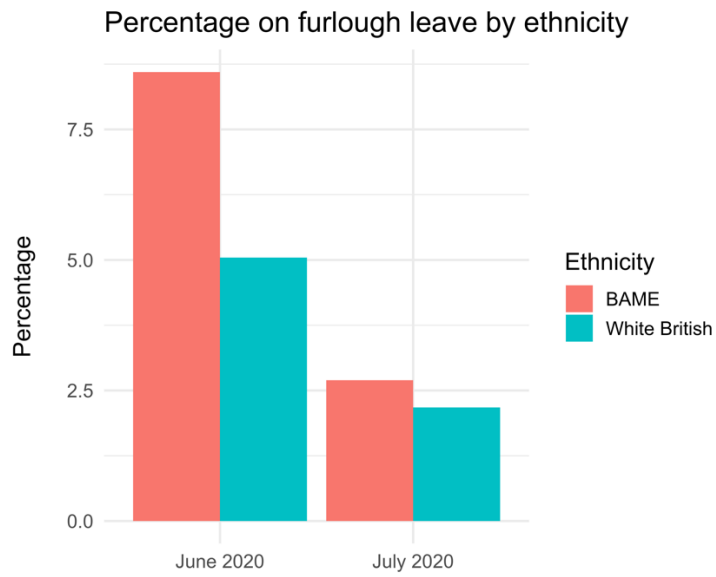


Furlough

Data from the Understanding Society Covid-19 survey waves June 2020 and July 2020 showed that although the number of people on furlough has dropped, it remains higher for certain groups as compared to others.

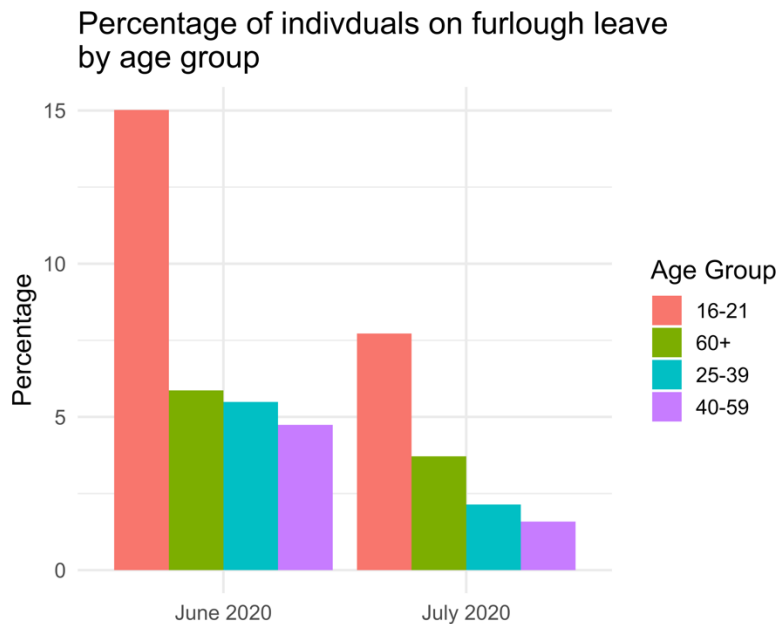
Ethnicity

In June 2020, nearly 4% more BAME individuals were furloughed as compared to White individuals, however this gap closed in the following month,



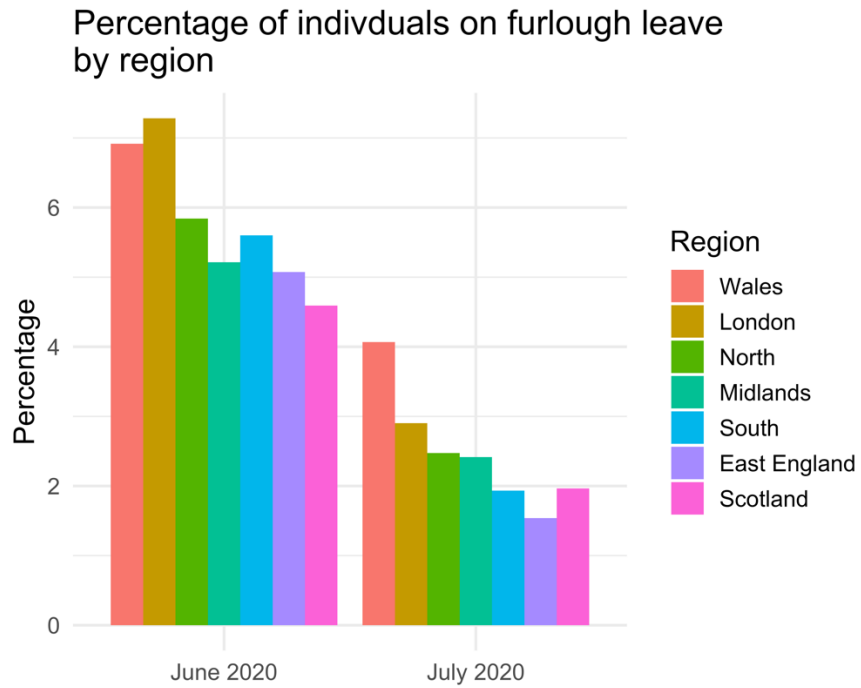
Age

In both time periods, young adults reported the highest levels of furlough, with the 40-59 group reporting the lowest.



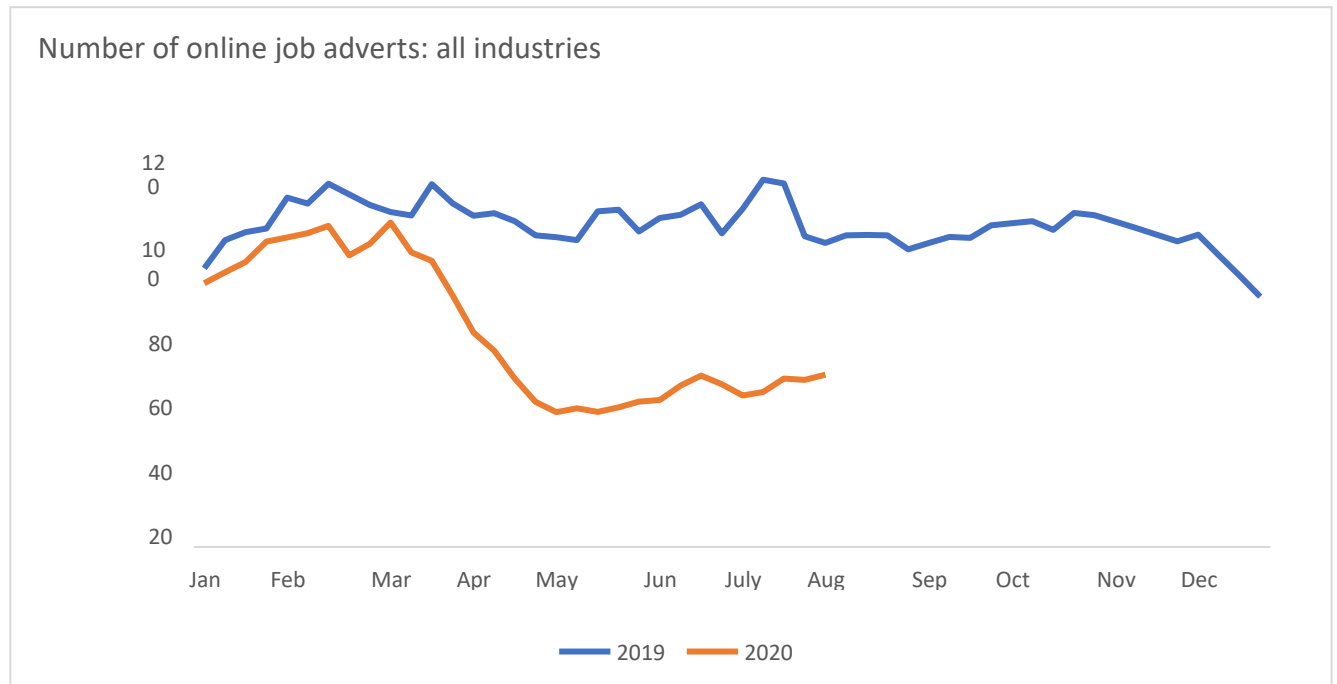
Region

Individuals from Wales and London reported the highest levels of furlough across both time points with East England and Scotland reporting the lowest.



Online Job Adverts

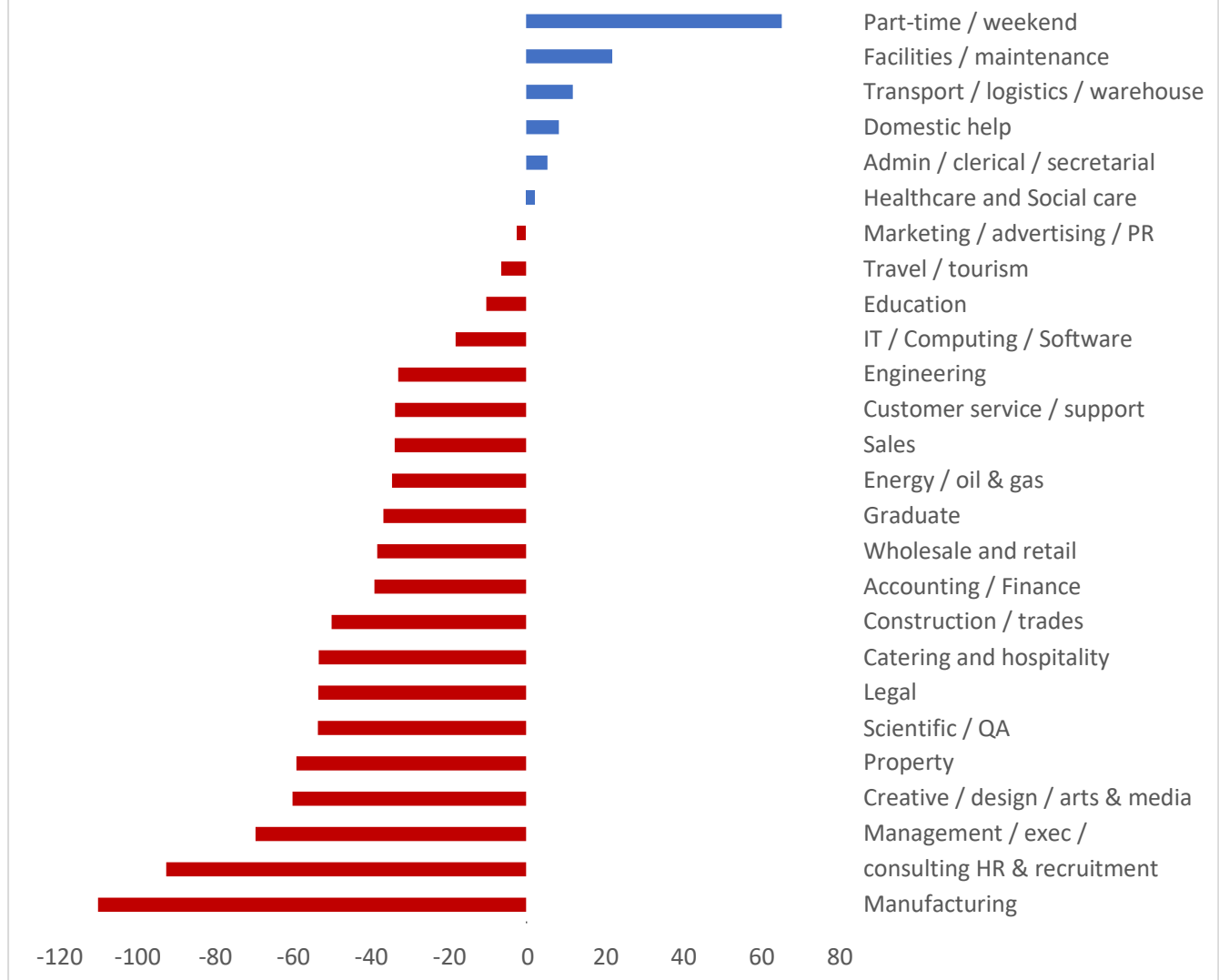
The data below are provided by the online job search engine Adzuna (<https://www.adzuna.co.uk>). The data show the following lockdown, the number of jobs advertised online for all industries steadily drops to nearly 50% that of the corresponding 2019 number.



Industry Differences

The figure below shows the difference between the number of jobs advertised online in August 2019 vs. August 2020. Only six industries show an increase in job adverts from the same time last year, the highest of these being part-time / weekend work with 65 more advertisements. Note that the other five industries show only modest rises from 2 to 22. Industries with the biggest drop in online job advertisements are manufacturing and HR / recruitment, with over 100 fewer jobs advertised.

Number online jobs: Change from August 2019 to August 2020



The five industries with the highest number of online vacancies in August 2019 and August 2020 are shown below. Notably none of the industries with the highest numbers in August 2019 appear in August 2020. Part-time / weekend work has the most vacancies in August 2020.

August 2019	Number vacancies	August 2020	Number vacancies
Manufacturing	146.8	Part-time / weekend	177.4
Charity / voluntary	125.9	Facilities / maintenance	136.2
Scientific / QA	114.0	Transport / logistics / warehouse	116.7
Construction / trades	102.2	Domestic help	109.7
Property	100.8	Healthcare and Social care	103.1

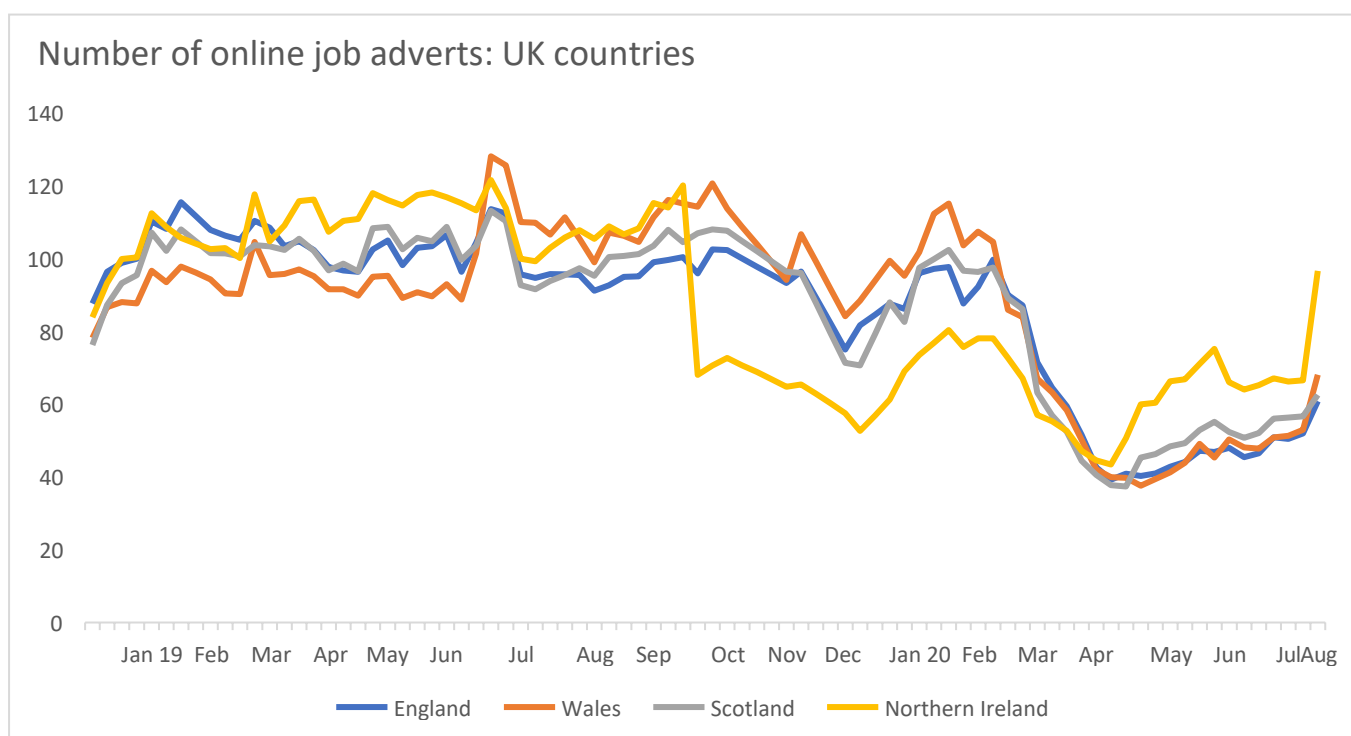
The five industries with the fewest number of online vacancies in August 2019 and August 2020 are shown below. Note here that the industries are different across the years but also the magnitude of the

number of vacancies is different: there were more than three times the number of jobs in the worst recruiting industry in 2019 than in 2020, and around two times more in the other poorest recruiting industries.

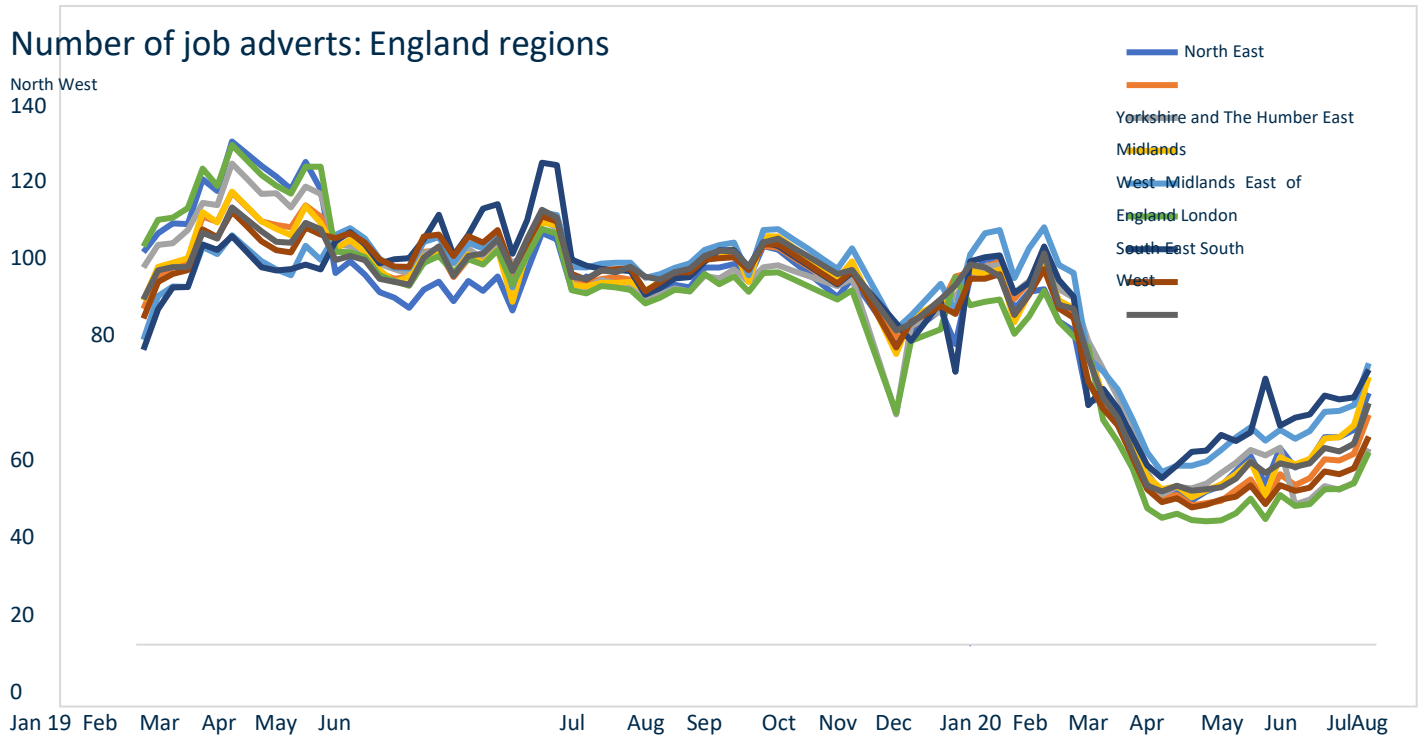
August 2019	Number vacancies	August 2020	Number vacancies
Part-time / weekend	53.8	Charity / voluntary	16.1
Facilities / maintenance	70.6	Management / exec / consulting	27.9
Travel / tourism	77.6	HR & recruitment	31.3
Wholesale and retail	78.2	Legal	35.8
Engineering	79.7	Catering and hospitality	38.2

Regional differences

The pattern of job vacancies appears similar across the four countries of the UK, with Northern Ireland showing the fastest recovery from April 2020 onwards. Note the large drop in Northern Ireland numbers in September 2019 was due to changes in data recording.



The pattern of job vacancies across the regions of England follow a similar pattern. The North East and the West Midlands appear to be making the fastest recovery with East of England and the South East making the slowest.



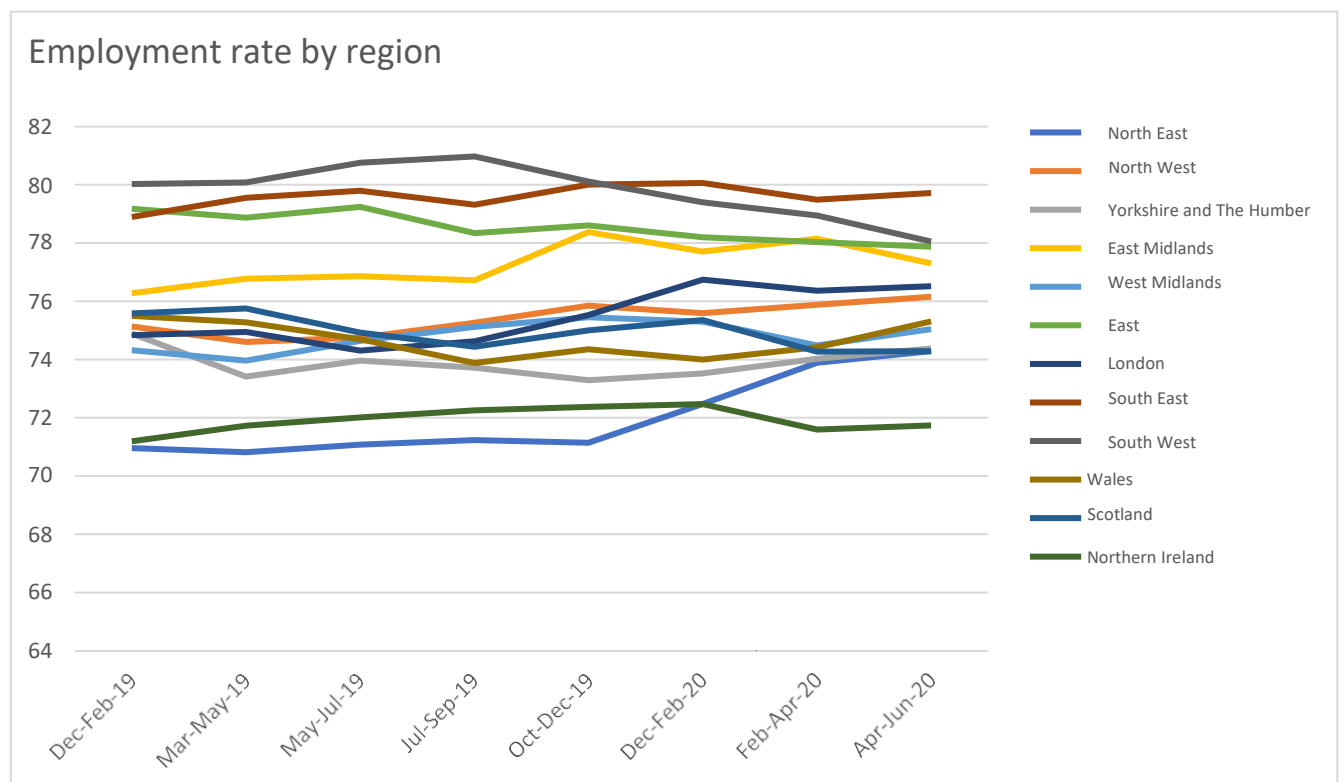
Employment, unemployment and economic inactivity

The following data are taken from the ONS Regional labour market summary dataset, a subset of the Labour Force Survey.

(<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/regionallabourmarketsummarya07>).

Employment

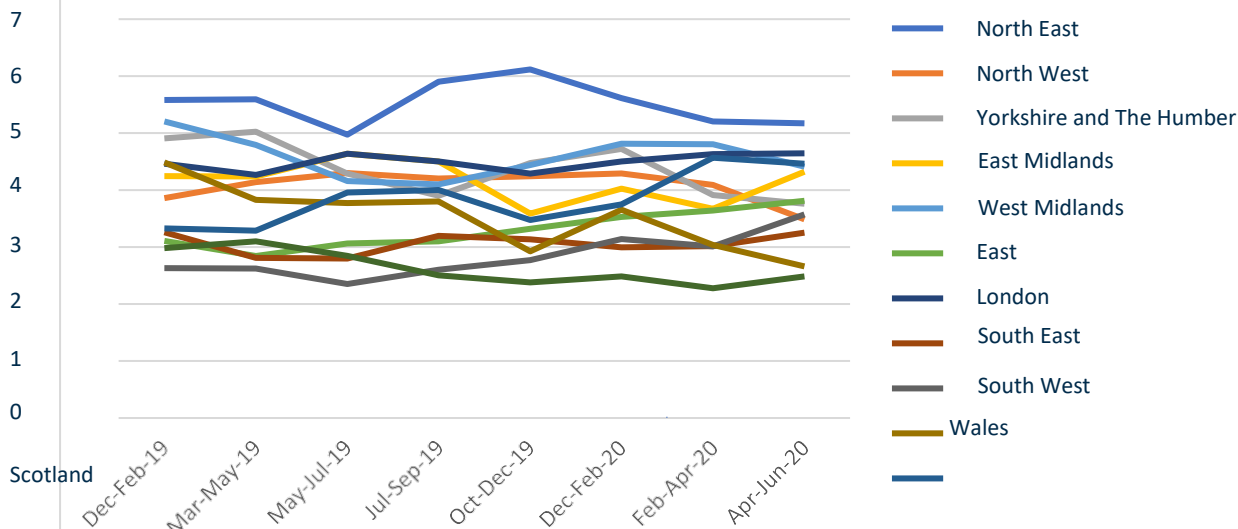
Employment rates have remained relatively steady across 2019 and into 2020. However since the beginning of the pandemic in February 2020, employment has dropped, to varying degrees in the South West, East, East Midlands, Scotland and Northern Ireland. A large rise in employment can be seen in the North East.



Unemployment

Unemployment rates appear to remain relatively stable across 2019 and 2020 although notable rises can be seen in the East Midlands, the East and Scotland.

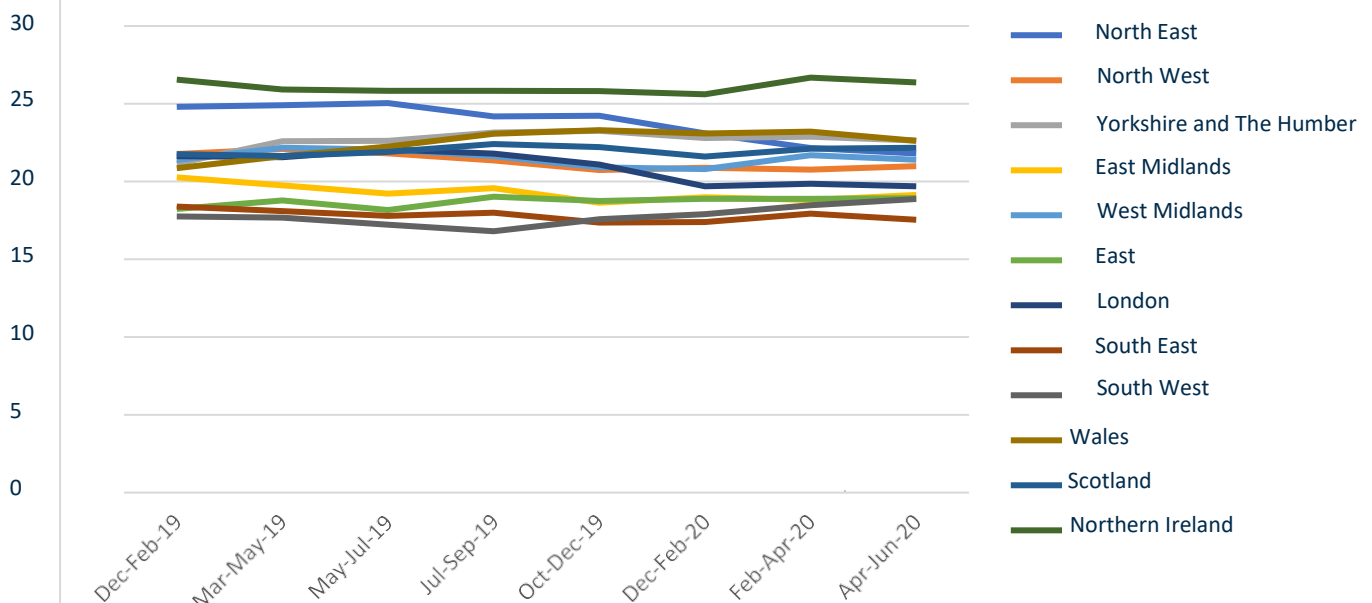
Unemployment rate by region



Economic Inactivity

Economic inactivity has dropped over 2019-2020 for the North East and London but has risen for the South West, West Midlands, Yorkshire, Wales and Northern Ireland.

Economic inactivity by region





Summary of work relating to the management of Covid-19 for community offenders and those under supervision with probation service. Focussing on the social and health inequalities.

Background

Taken from The Justice Select Committee (3 August 2020)
<https://publications.parliament.uk/pa/cm5801/cmselect/cmjust/461/46103.htm>
&<https://www.gov.uk/government/publications/strengthening-probation-building-confidence-monthly-bulletin/probation-reform-external-bulletin-issue-5-may-2020>

The delivery of probation services in England and Wales is currently split between the National Probation Service (NPS) who supervise high-risk offenders in the community, and Community Rehabilitation Companies (CRCs) who supervise low and medium-risk offenders. The National Probation Service supervises more than 106,000 high risk offenders released on license or on community sentences and those under Multi-Agency Public Protection Arrangements.

As of December 2019, the total number of offenders on probation (under either NPS or CRC supervision) was 247, 759. An individual on probation is serving a sentence but is not currently in prison (but may be recalled if they breach license conditions or a further offence is committed). Individuals are on probation either because they are serving a community sentence, or because they have been released from custody. While on probation, an individual may have to:

- Do unpaid work;
- Complete an education or training course
- Engage with treatment for addictions, like drugs or alcohol;
- Have regular meetings with an Offender Manager.

In 2019, after the financial failure and withdrawal of several CRC providers, the MoJ decided to end CRC contracts 14 months early (during this year) and to return to having a single national probation service for all offenders. Although initially there were plans to commission some services to private providers, after an announcement on 11 June 2020, this has been halted and the all elements of service delivery will be returned to a single service. The unification of the National Probation Service (into 11 regions in England as Wales has already unified) is due to complete by June 2021.

Conclusion: Community services to remain engaged with Probation to ensure their services understand/respond to changes.

Exceptional Delivery Model

<https://www.gov.uk/government/publications/covid-19-probation-roadmap-to-recovery>

On 2 June 2020 The National Probation Service published its Probation roadmap to recovery. It outlined the major changes enacted as a result of the threat of Covid-19 and the steps to recovery for the service. On 24 March 2020, the probation service moved to an exceptional model of delivery, which changed the way in which probation services were delivered. In response to the threat of Covid-19, Probation adapt their ways of working and included:

- Running skeleton probation offices
- Ensuring Approved Premises (APs) continue to operate safely
- Implementing a number of national Exceptional Delivery Models (EDMs) and Exceptional Delivery Plans (EDPs) to alter the way we manage community sentences and other areas of our work
- Conducting doorstep visits across England and Wales with high-risk offenders and medium-risk offenders with domestic abuse or other safeguarding issues
- A large number of probation staff working from home and contacting offenders by telephone



- Redeploying a number of qualified probation staff to support frontline services
- Significant changes for staff who were working in prisons and courts
- Developing alternative methods to deliver staff training and for our trainee Probation Officers

International Delivery Models

<https://www.cep-probation.org/knowledgebases/covid-19-probation-practice/>.

Many international organisations responsible for the supervision or management of community offenders have also moved towards some similar working models including remote (e.g. phone/skype) supervision and staff working from home.

Probation 'App'

Some jurisdictions (e.g. US and Northern Ireland) have phone apps which have been used to support the supervision and risk management of community offenders. This approach is not currently in use in England and Wales. One example: *Probation Board Northern Ireland App 'changing lives'* – this app provides resources for NI probation services users on mental health and addictions and contact numbers available to all as well as register if you are victim of crime. <https://www.pbni.org.uk/>

Key Challenges presented by the EDM

The Justice Select Committee published a review of the Probation EDM on 3 August 2020 and highlighted four areas of particular concern:

1. Difficulties in meeting sentence requirements including backlog

- Offenders have been unable to complete sentence requirements, such as unpaid work or offending behaviour treatment.
- It is not currently clear how the backlogs that have built up, such as unpaid work, will be addressed in future.
- Covid-19 has exacerbated already present staffing issues within the probation service with low staffing managing high caseloads (CRCs report caseloads of up to 55 offenders per officer).

An article from the Probation Board for Northern Ireland <https://www.cep-probation.org/wp-content/uploads/2020/07/PBNI-Delivering-Community-Service-in-North-Antrim-during-COVID-19.pdf>) reported that community service (or 'unpaid work') did continue to a degree in some parts of Northern Ireland (e.g. meal delivery; food growing packs). Local considerations of activities which may be suitable, would support preparation to resume some Unpaid Work in E&W.

2. Transition from prison to the community

Transition from prison to the community is seen as crucial in terms of addressing risk and preventing reoffending. Men and women in prison who complete their sentence have continued to be released on time. In addition, on 24 April 2020, an End of Custody Temporary Release Scheme was announced to enable risk-assessed prisoners, who are within two months of their release date, to be temporarily released from custody, as part of the national approach to managing public services during this challenging period. Only those prisoners who were low-risk and who passed the stringent criteria were granted temporary release. No high-risk offenders, including those convicted of violent or sexual offences or those who posed a risk to national security – were considered for release. These ECTR releases were not supervised by NPS or CRCs but required to continue contact with their releasing prison until the original release date. At this point, any supervisory requirements would be transferred to the relevant NPS or CRC provider.

On 19 August 2020 HMPPS announced the ending of the Temporary Release Scheme with the last release on 27 August 2020.

<https://www.gov.uk/government/publications/covid-19-prison-releases>
<https://www.gov.uk/government/news/pause-to-prisoner-early-release-scheme>

a) Reduced routine support for prison leavers

For those leaving prison, society may be very different to how it was when an individual may have entered prison; probation offices, and other services that provide crucial support may have closed their offices, with staff working from home. It was unclear additional measures have been put in place to specifically support prison leavers to transition into the community under the current circumstances by probation providers but also health



and local authorities. Connectedly, prison leavers are likely to have had less



access to relevant information whilst in prison and many have limited access to the internet (e.g. no facilities at home) or have limited internet literacy.

Recommendation: Prison leavers may have additional support needs to navigate changed services to ensure access and effective transition and reduce risk of offending/recall.

b) Subsistence Grant

An increase in the Subsistence Grant was made available to those who were released early under the End of Custody Temporary Release Scheme, but not to those released in the ordinary course of events. Both cohorts of prisoners will have resettlement needs that may be more difficult to achieve in current circumstances. Community services should be aware that prison leavers may require additional support if there are any delays on access/receipt of funds or unable to access family support (e.g. due to travel restrictions). Additionally, due to reduced work options in prison since March 2020, there may be reductions in own funds.

c) Housing and homelessness

Housing is often a particular resettlement challenge for those leaving prison. The Ministry set up seven Homeless Prevention Taskforces (HPTs) to coordinate the sourcing of accommodation for offenders released early and secured up to £8.5 million to support individuals at risk of homelessness on release— a scheme initially due to run eight weeks, but extended by five more weeks to 31 July. Early reviews suggested significant benefits to this model and will continue in some format. Additional funding has not yet been publicly announced and it will remain important for community services to remain linked with the HPTs.

Academic opinion

There have not yet been published studies on the effect of these change. One author Prof Fergus McNeil highlights some academic underpinnings for some concerns reflected by the Justice Committee.

<https://sccjrblog.wordpress.com/2020/05/04/penal-supervision-in-a-pandemic/>

1. Move towards basic supervision and away from risk reduction.

Prof McNeil anecdotally reports hearing from both professionals and probation service users that there was some evidence that C19 supported the building of supervisory relationships (e.g. sharing concerns about loved ones; shared experience of lockdown). However, largely he reports a more widespread move towards more 'basic' supervision focussing on welfare checks and basic surveillance checks and away from offending behaviour and risk reduction work.

Based upon evidence that reports an increase in domestic offences and alcohol consumption since March 2020, this is of particular relevance for those whose offending occurs within their home/family unit e.g. domestic abuse, violence and coercive control, against children and those with alcohol-related offences. Although face-to-face supervision has continued in England with those considered high/very high risk of domestic violence or child safeguarding concerns, these have been undertaken at home and those at moderate risk would have had phone/skype-only supervision.

Conclusion: The limits on supervision will reduce the effectiveness of this model to identify and respond to concerns but importantly that a cohort will end supervision without detailed risk reduction work having been complete.

<https://www.unwomen.org/en/news/stories/2020/4/statement-ed-phumzile-violence-against-women-during-pandemic>

Kent, Surrey and Sussex CRC (April 2020) Domestic Abuse during Coronavirus https://www.cep-probation.org/wp-content/uploads/2020/07/UK-KSSCRC_DomesticAbuseDuringCoronavirus-Factfile1-03052020-v3.pdf

<https://www.sciencedirect.com/science/article/pii/S0735675720303077>

[https://www.thelancet.com/journals/langas/article/PIIS2468-1253\(20\)30251-X/fulltext](https://www.thelancet.com/journals/langas/article/PIIS2468-1253(20)30251-X/fulltext)

McNeill, F. (2019) Pervasive Punishment: Making sense of mass supervision. Emerald: Bingley.

2. Sharing of information and suicide risk



He also reports that with home rather than the probation or social work office being the location of supervision there are concerns raised about how to maintain privacy and confidentiality (in shared accommodation) and whether it becomes more difficult to discuss worries under these new supervision practices (e.g. use of phones).

This is of particular concern given the high risk of suicide by this population (Sirdfield et al., 2020) and as outlined in the Suicide Prevention Strategy for England (i.e. high risk group - people in contact with the criminal justice system). The risk is especially high within those classified as 'low' risk of offending and are likely to experience lower levels of supervision and professional contact from probation services. Differentially to prison settings, the balance of duty of response to suicide risk lies mainly with the community mental health and health services.

Conclusion: Mental health services to be aware of the specific risks and needs of community offending population and respond to the increased risk and reduced probation support available.

Sirdfield, Coral & Brooker, Charlie & Marples, Rebecca. (2020). Suicide and Probation: a systematic review of the literature. Forensic Science International: Mind and Law. 1. 100012. 10.1016/j.fsml.2020.100012.
<https://www.gov.uk/government/publications/suicide-prevention-strategy-for-england>

3. Poorer Health of Probation Service Users

Prof McNeil highlights the potential for increased risk of serious complications by Covid-19 in this group. For example, a US study by Winkelman, Phelps and Mitchell (2020: 1) reports that '[c]ompared to the general population, adults recently on community supervision were significantly more likely to report fair or poor health, *chronic obstructive pulmonary disease*, hepatitis B or C, one or more chronic conditions, and any disability' (*emphasis added*).

Conclusion: For health services to be aware of this increased risk and consider the complexity of managing risk (e.g. with a population with increased risk of violence/aggression; lower literacy levels and engagement with services) but also there are methods to communicate/engage with this group through their local NPS/CRC providers.

Winkelman, T., Phelps, M. and Mitchell, K. (2020) 'Physical Health and Disability Among US Adults Recently on Community Supervision'. Journal of Correctional Health Care, first published April 7, 2020: <https://doi.org/10.1177/1078345820915920>.

Substance use in community offenders

Community offenders are a very high risk of group for substance use. This includes illegal and prescription drugs, alcohol and psychoactive substances. It will be important to reduce both demand and supply for this population due to both the health and reoffending implications.

Although guidance for service commissioning exists, the evidence suggests a few areas not included within health-related guidance. Specifically, it is highlighted that there are many who will continue to use substances (and not in contact with services) and two specific scenarios are presented:

- a) *that this group will leave home when self-isolating to access substances.*
- b) *conflicting advice about not taking drugs alone due to the risk of overdose or contaminated supply – thereby increasing risk of serious harm to self where there are restrictions to visiting.*

In 2017, 3,284 drug-related deaths (DRDs) occurred in Great Britain using the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA) definition, which is deaths caused directly by the consumption of at least one illicit drug. The main two ways to respond to overdose in the community are the giving of naloxone (either the person themselves or another) and calling an ambulance/attend A&E. Both responses are supported by the presence of another person.

Conclusion: Guidance to probation providers on navigating these eventualities beyond service access to account for those unwilling to engage at this time.



<https://www.gov.uk/government/publications/covid-19-guidance-for-commissioners-and-providers-of-services-for-people-who-use-drugs-or-alcohol/covid-19-guidance-for-commissioners-and-providers-of-services-for-people-who-use-drugs-or-alcohol>,
<https://www.ccsa.ca/sites/default/files/2020-07/CCSA-COVID-19-Impacts-on-People-Who-Use-Substances-Report-2020-en.pdf>
<https://www.gov.uk/government/publications/united-kingdom-drug-situation-focal-point-annual-report/uk-drug-situation-2019-summary>

Staff wellbeing and remote working

Based on previous research on probation staff supervision and working remotely the following issues have been identified as potentially relevant. Note that this evidence is not Covid-19 specific research.

Awareness of secondary traumatic stress and various traumatisation: Service user experiences of trauma can impact on staff who may need extra supervision or support as a result.

Emotional Labour: As a result of having to routinely repress or display certain emotions, alongside chronic use of empathy which is associated with secondary traumatic stress, as a result of working with client's trauma or details of traumatic events.

Remote working brings trauma to the home: The trauma is now played out 'at home' with the probation practitioner and cannot be left at the office. There are also fewer face-to-face support and supervision options available. There are also fewer opportunities for co-workers or supervisors to monitor or notice concerns and relies on the proactive actions of the employee.

Access to psychological support: Although there are currently over 1200 Psychology staff reported within HMPPS, less than 6 qualified Forensic Psychologists are employed directly by National Probation Service. There are psychologists employed through NHS to support a specific initiative, the OPD pathway, within some sectors of NPS and external Employee Support options are provided. However, there will be limits on the direct proactive psychological support or guidance available.

Conclusion: Community services should ensure that psychologically-relevant 'front-line' and keyworker information and support is routinely provided to their local probation offices and Approved Premises.

<https://www.gov.uk/government/statistics/her-majestys-prison-and-probation-service-workforce-quarterly-march-2020>

<https://www.england.nhs.uk/commissioning/wp-content/uploads/sites/12/2016/02/opd-strategy-nov-15.pdf>.

Tidmarsh, M. (2019). 'The right kind of person for the job'? Emotional labour and organizational professionalism in probation.

Newell, J. M., & MacNeil, G. A. (2010). Professional burnout, vicarious trauma, secondary traumatic stress, and compassion

Phillips, J., Westaby, C., & Fowler, A. (2020). Emotional Labour in Probation: HMIP Academic Insights 2020/03. HM Inspectorate of Probation.

Bakker, A. B., & Demerouti, E. (2017). Job demands–resources theory: taking stock and looking forward. *Journal of occupational health psychology*, 22(3), 273.

Lee, R. (2017). The impact of engaging with clients' trauma stories: Personal and organizational strategies to manage probation practitioners' risk of developing vicarious traumatization. *Probation Journal*, 64(4), 372-387.

Demerouti, E., Bakker, A. B., Sonnentag, S., & Fullagar, C. J. (2012). Work-related flow and energy at work and at home: A study on the role of daily recovery. *Journal of Organizational Behavior*, 33(2), 276- 295.

Sonnentag, S., & Bayer, U. V. (2005). Switching off mentally: predictors and consequences of psychological detachment from work during off-job time. *Journal of occupational health psychology*, 10(4), 393.

Tosone, C., McTighe, J. P., & Bauwens, J. (2015). Shared traumatic stress among social workers in the aftermath of Hurricane Katrina. *British Journal of Social Work*, 45(4), 1313-1329.



Probation Roadmap to Recovery

Recovery Phase 1

The Probation Roadmap to Recovery outlines two priorities in the current phase 1 of recovery:

1. Scaling back doorstep supervision and scaling up face to face supervision.

During the initial phase of recovery, the audio/ video calling will continue, with only the doorstep visits being replaced by face to face supervision at a Probation Office. Even with this constraint it is still likely that available capacity will not be able to meet the demand and offenders will therefore need to be prioritised for a return to face to face supervision using the following criteria:

Category 1 - Very high and high risk of serious harm offenders where there are domestic abuse and/ or child safeguarding concerns

Category 2 - Other very high and high risk of serious harm offenders

Category 3 - Medium risk of serious harm offenders where there are domestic abuse and/ or child safeguarding concerns

2. Scaling up court work as needed by increased court activity.

The NPS will continue to work closely with HMCTS and staff open Courts as required.

- The NPS will fully engage with the roll-out of Technology Enabled Justice in order to maximise the potential of remote digital working.
- The NPS will feed into the recovery planning work being undertaken by HMCTS. There is a significant backlog of criminal cases across England and Wales which will result in an increased demand for sentencing advice, bail information and the management of community sentences.

Probation Recovery Structure

The roadmap also outlined the structure to support recovery planning and operationalisation. The Recovery Programme Board will oversee recovery coordination for the wider probation business. This will include setting the pace for operational recovery (agreeing high level milestones/ targets within the workstreams), driving progress and alignment, and monitoring wider impacts and dependencies. It will also involve liaising and communicating closely with regions (through regional Recovery and Transition Boards – to ensure all changes are coordinated at local level) and staff.

Recovery Workstreams that will report to the Recovery Programme Board include:

- Community and post-release supervision
- Courts
- Victims
- Accredited Programmes
- Unpaid work and ETE
- Approved Premises and Bail Accommodation and Support Services
- Offender Management in Custody
- Public Protection
- Health
- HQ Functions
- Enabling infrastructure (including digital, estates, IT, supply chains, PPE)
- Assurance (including input from Her Majesties Inspectorate of Probation)
- Trade unions
- Communications and engagement
- Contingency planning

Conclusion: It may therefore be helpful for local and national bodies to ensure link-up with the relevant recovery workstream(s).



What we do in this analysis, how and why (caution when interpreting)

A data review is undertaken by academics at Nottingham Trent University every week to inform the C19 National Foresight Group. Data related to Covid-19 UK social and economic trends is reviewed to inform, guide and help prioritise discussions at national and local decision-making level (LRFs). The C19 National Foresight Group are keen to ensure that the data included has been ethically governed and structured to adhere to open access, data protection and GDPR regulations and principles. For example, the data is to be manipulated in an ethical manner, and the content and context is to be fit for purpose in terms of the audience and decision timeframe in question.

Activity Completed

The following findings are based on a review of multiple data sources exploring Social, Economic, Psychological, Community aspects of Covid-19 in the UK. These could include:

- ONS: covers wellbeing, perceived financial precarity, objective indicators of UK economy, household financial pressures, perceived impact on work life
- OfCom: Public perceptions of information to help manage Covid-19, perceptions of preparedness and action
- ONS: Deaths from Covid-19
- Gov UK: Relevant contextual information
- Census and geographical data: Geographical/location specifics
- IMD: Socio economic trends associated with spread or primary/secondary impacts
- LG Inform: Population, social, demographic, lifestyle and health data
- You Gov: Public mood
- NTU's own analysis of open source data (lead by Dr. Lucy Justice and Sally Andrews)
- Other academic survey work published within the last week

Limitations for Consideration: The National Foresight Group have been keen to quality assure the data assumptions, including the equity and representation of participants.

Internet use data indicates representational issues in older adults

Almost all of the data sets draw from online surveys. With this in mind the statistics behind online access were explored. The following is to be considered in the assumptions taken from the data sets.

The table below shows the estimated number of people who have never used the internet. The data are drawn from ONS 2019 Internet users:

Table 1: estimated number of people who have never used the internet

Age	Estimated number of people who have never used internet	Age	Estimated number of people who have never used internet
16-24	20,000	55-64	389,000
25-34	28,000	65-74	869,000
35-44	46,000	75+	2,482,000
45-54	158,000	Equality Act Disabled	2,336,000
		Not Equality Act Disabled	1,657,000

Table 1 shows that caution should be applied when considering the inferences made in the rest of the document as older adults could be underrepresented in the samples. The estimated numbers of those that have never used the internet begins to increase around age group category 35-44, the subsequent age categories increase by approximately twice as many non-users as the age category that precedes it. The numbers of 'over 75s' (2,482,000) for example not using the internet equates to almost a million more than the total of the other age group categories (1,510,000).

The interpretation of data should also consider the proportion of people known to be disabled by government agencies who do and do not meet the Act's criteria. These numbers make up 3,993,000 of the population, so this should be considered in the representativeness of the data.

END.

Contact us: If you have any questions about this output please email: C19foresight@ntu.ac.uk
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